



GLOBAL GREENGRANTS FUND

Where change takes root

Request for Proposal

Purpose

The purpose of this Request for Proposals is to solicit concept notes from consultants to join [Global Greengrants Fund](#) in establishing and exploring a new form of strategic planning that is created by and adapted to our dynamic needs.

Background information

Founded in 1993, Global Greengrants Fund is a leading funder of the world's grassroots environmental justice movements. Global Greengrants' global network consists of two sister organizations registered in the US and the UK, over 200 advisors across the globe, a robust donor base, allied partners and collaborations, and hundreds of grantees each year.

Global Greengrants funds grassroots organizations reclaiming the power to determine their relationship to the natural world – from the food they eat, to the water they drink, to land where they live. These organizations are comprised of people who have taken a stand against the environmental injustice and destruction uprooting their lives. They are Indigenous communities defending and investing in their ecosystems, livelihoods, and culture; groups of women building resilient food systems and restoring ecosystems to sequester carbon; young people speaking out against policies that harm human rights and the environment; and many others connecting across communities, regions, and countries to build movements that call for changes to the entrenched systems at the root of inequality, environmental destruction, and climate change.

At this time, Global Greengrants seeks to reflect on our nearly 30 year history, respond to the challenges and take advantage of the openings we, as a global family, face. The COVID-19 pandemic has created challenges, change, and, in some cases, windows of opportunity to the areas of the world in which we work. Over the last year, we have also undergone a leadership transition, welcoming Laura Garcia as the President and CEO of Global Greengrants US in March 2020. Looking to the future, we also know that the next decade will be a critical time to reverse the drivers of climate change and to ensure a transition to a just and equitable world for all communities.

Thus, we look to embark upon a strategic planning journey that will provide us with the guidance to plan in real-time and to adapt our actions in order to continue promoting the causes of environmental justice.

Our vision and journey to date

We envision a Strategic Planning process that will make Global Greengrants an even more intentional, focused, and agile organization. Through the process we aim to address challenges collectively, and build cohesion within the organization and around our identity. We hope to excite and energize our broad network, and root the process of creating the plan in our core values and organizational culture. The planning process and the final Strategic Plan will fit within our day-to-day work resourcing more powerful and resilient movements to bring about social

change and centralizing Greengrants as a sought-after resource and trusted actor in the philanthropic field.

We acknowledge that any single strategic planning methodology will not meet the full needs of our process and organization. Thus, it will be important for us to consider a variety of approaches, find the pieces that most fit our work, and, where needed, create approaches that are specific to the challenges we face.

We seek to establish a journey that will be flexible, adaptive, and encourage creative thinking to set an ambitious guide for our organization. In order to achieve this, we seek a process that:

- Builds shared ownership of the strategic plan throughout staff, boards and global network
- Builds cohesion and integration in our identity as an organization
- Strengthens and expands participatory processes throughout the organization
- Captures the learnings of this journey as we progress
- Establishes clear criteria for evaluating each stage and decision within the process
- Maintains a balance with ongoing work and connecting short-term decisions with longer-term process through experiments and initial steps
- Encourages experimentation and innovation
- Fosters flexibility and adaptivity through an iterative process
- Utilizes an efficient decision-making process through open and clear communication

In preparation for the strategic planning journey, we have led series of conversations with our network to help set the scope and the approach that will help to ensure we utilize the deep knowledge of our entire network and to ensure that we develop a strategic plan that sets for a creative and ambitious guide for our global organization.

We have also begun developing a conceptual framework for the journey that identifies a wide breadth of questions and conversation that will be key gathering structures for our process. Each conversation will be held through a participatory process that involves stakeholders from throughout our network and from the wider environmental and climate justice, human rights, and feminist movements. Our goal is to establish a path forward to consider and interrelate simultaneous conversations.

Scope of work

Our strategic journey will not fit a traditional strategic planning model, but will be one that helps us assess, envision, and implement an organizational and network model that encourages real-time strategic thinking and planning. We are looking to partner with a consultant(s) that can help us convert our vision into an actionable plan.

Specifically, we are seeking a consultant(s) to work in partnership with and support of us in:

- Ensuring a process centered on the values and principles of Global Greengrants, and that explores and reflects on what values we want to hold moving forward
- Researching and bringing in new tools for transformation and strategizing in a challenging environment where in-person meetings will be limited
- Building a process that establishes ongoing, adaptive, and real-time strategic planning
- Synthesizing and documenting the progress of an interrelated web of conversations
- Exploring models of decision-making and governance that fosters participation and openly considers how power should be held by participants

Specific deliverables will be agreed upon through discussion with the selected consultant(s), but will likely include:

- Assisting in the design and implementation of a structure for our strategic journey
- Creating an information hub for documenting and sharing progress
- Developing and facilitating engaging conversations through online, and where possible, in-person environments
- Documenting the goals, objectives, processes in a plan that is reflective our vision for a continual and adaptive strategic journey

Global Greengrants anticipates selecting the consultant(s) to join this journey by early July 2021, with work beginning no later than August 1, 2021. The initial term of the engagement will look to go through December 2021, with the possibility of continuing

Requirements

Applicants should meet the following requirements:

- Experience working with international organizations and networks
- Alignment to the values of the organization
- Accompanying organizations in establishing strategic/operational change
- Experience working within the philanthropic field as a donee or a donor

At this stage we are soliciting concept notes of no more than two pages. Please submit your concept note and resume to Jasleen Mahal at jasleen@globalgreengrants.org.uk by June 25, 2021. The concept note should include:

- An executive summary of your qualifications to support this process;
- A general description of your approach to strategic planning, specifically how it can align to the vision provided above;
- A cost estimate with a budget overview of expense categories;
- Answers to the following questions:
 - o What is your approach to addressing conflict and how could that be adopted to Global Greengrants' strategic journey?
 - o How might you balance the need for flexibility with the benefits providing structure within a process?

As we envision a non-traditional strategic planning journey, which we will create with the support of the consultant(s), we want to offer the opportunity for a short 30 minute call to answer any questions you may have prior to completing the concept note. Please reach out to Jasleen at jasleen@globalgreengrants.org.uk with some available times in order to set up a call.

Global Greengrants Fund is an equal opportunities employer. We strongly encourage applicants from all backgrounds and walks of life. We believe that diversity and inclusion among our team is critical to our success. We seek to recruit, develop and retain the most talented people from a diverse candidate pool and welcome applications from all qualified candidates. We do not discriminate on the basis of race, colour, religion, ethnicity, gender, disability, sexual orientation or gender identity. We welcome applicants from the majority world and with lived experience of being minoritized.