

REQUEST FOR PROPOSALS

Boston Foundation

Women of Color Leadership Circle: Leadership Coaching

Summary of request:

The purpose of the Request for Proposals (RFP) is to engage a consultant to provide approximately 8-10 women of color grassroots leaders each with 10-20 hours of coaching over the course of 12 months to advance their leadership practice as part of their participation in the Women of Color Leadership Circle pilot.

The Boston Foundation requests an experienced leadership coach to provide selected grassroots leaders with support through a wide range of leadership and organizational challenges and opportunities. Preference will be given to candidates with extensive experience working with small, grassroots and/or start-up organizations and providing support/coaching to leaders of color. Preference will also be given to those who can complete this process in the desired timeframe. The Boston Foundation will select up to two leadership coaches through this request that will then be made available to participants.

Background: As Greater Boston's community foundation, the Boston Foundation devotes its resources to building and sustaining a vital, prosperous city and region, where justice and opportunity are extended to everyone. We fulfill this mission in three principal ways:

- Making grants to nonprofit organizations and designing special funding initiatives to address this community's critical challenges;
- Working in partnership with donors and other funders to achieve high-impact philanthropy; and
- Serving as a civic hub and center of information, where ideas are shared, levers for change are identified, and common agendas for the future are developed.

The Women of Color Leadership Circle (WoC) is a new pilot project through the Boston Foundation's Grassroots strategy that aims to connect and support 5-6 women of color grassroots leaders. WoC will engage leaders in two ways:

- *Quarterly convenings* to build community and strengthen leaders' ties to one another. Convenings will be led separately from this engagement and will be customized to shared topics of leaders' interest.
- *Leadership coaching* that provides individualized support to participants over the one-year course of the pilot. Leadership coaches will help individual leaders' assess their leadership style and make progress on individual goals.

Project Goals:

The Women of Color Leadership circle aims to:

- Deepen connections and build community amongst women of color grassroots leaders through quarterly convenings around shared topics of interest (ex. fund development, board engagement, etc).
- Advance leaders' professional development and ability to grow and/or deepen their work through individualized coaching sessions with a leadership coach of their choice.

Deliverables:

- Approximately 10-20 hours of coaching per leader (may be providing coaching for more than one leader), delivered approximately bi-weekly

Schedule of Activities:

TBF will make a good faith effort to follow the timeline outlined below for evaluating, negotiating and selecting a consultant for this process.

Proposals reviewed	May 11 th
Final candidates interviewed	May 25 th
Decision finalized	June 9 th

Criteria for Evaluation:

Evaluation of proposals and selection of the consultant will be based upon:

- Rate for services; either hourly fees or pay for access retainer pricing models will be considered. Rates for services should outline for an individual engagement with one participant.
- Demonstrated ability to fulfill current and predicted needs
- Proposer's experience providing guidance for leaders of color and an understanding of impacts of structural racism within the nonprofit sector
- Proposer's experience working with small, grassroots, and/or start-up nonprofit organizations
- Proposer's experience consulting on a broad range of organizational challenges in the nonprofit sector (fundraising, strategic planning, recruitment, etc.)
- Proposer's ability to meet specific timelines
- Proposer's approachability and willingness to work collaboratively with TBF and selected grassroots leaders

Timeline for project:

The outlined deliverables should be completed by **August 2019**.

Proposal submission:

Please submit a proposal or any questions to Andrea Madu at andrea.madu@tbf.org.