



Interfaith Power & Light
A Religious Response to Global Warming

Interfaith Power & Light

Circle Facilitation Request for Proposals

January 3, 2022

I. Summary and Background

Interfaith Power & Light (IPL) inspires and mobilizes people of faith and conscience to take bold and just action on climate change. Founded in the year 2000 as a religious response to climate change, IPL is the only national, interfaith organization with an interconnected network of 40 state affiliates building power from the grassroots up for equitable and lasting climate solutions at the local, state, and federal levels. Our network is our greatest asset, and the IPL Network Steering Committee (NSC), composed of IPL state and national leaders, is seeking to further strengthen this asset.

The goal of the NSC is to broaden shared leadership and provide strategic guidance in order to improve the efficacy and impact of the IPL network. The members of the NSC work together in service of the IPL network's stated vision, mission, values, and guiding principles, coordinating among varied IPL affiliates and the IPL national office in a manner reflective of our commitment to bold and just action on climate change; justice, equity, diversity and inclusion; and to the Jemez Principles for Democratic Organizing. The NSC assesses and works to improve organizational health and structure; addresses and evaluates organizational programs and priorities in view of network needs, assets, and capacities; and identifies tools that help state and national leaders work together effectively in pursuit of our shared mission. The NSC has been meeting six times per year and has provided timely reports to the IPL affiliates and national Board of Directors regarding efforts to improve communication, programs, and decision-making processes.

The NSC is re-imagining how the IPL network can become stronger, more collegial, and more supportive of one another. The members of the NSC intend to create safe spaces for discussing issues that arise in the network so that state affiliates and national staff are on equal footing; spaces where power dynamics fade so that all voices are heard and state affiliate and national staff are equally powerful, trusting, and respectful.

Affiliates vary greatly in size, capacity, and scope of work, but all are united by a common mission of mobilizing the faith community to work for climate justice and protect the earth. All affiliates except for California are separate organizations from the national organization. Some are their own 501(c)(3)s and some are projects under another fiscal sponsor, such as a state Council of Churches or interfaith network. All use the Interfaith Power & Light brand name, and participate, to varying degrees, in coordinated federal advocacy and national program work.

Along with IPL, the NSC is committed to the JEDI principles: Justice, Equity, Diversity, and Inclusion. The national Board adopted the following statement in 2020:

Interfaith Power & Light Justice, Equity, Diversity, and Inclusion Statement

Interfaith Power & Light is actively working to become an anti-racist organization. We believe that relationships must be centered in justice and equity *within* the human family, as well as with *all* of the natural world. We must strive together toward this sacred goal.

We bear this responsibility with integrity, insisting across our network that we do what is right, even when the path is not obvious or easy. As advocates for climate justice, we commit to working against systemic racism and anti-Blackness; ending both the historic disenfranchisement of Black, Indigenous, and People of Color, and racially-rooted economic and health disparities; and dismantling structures of racial and economic marginalization and colonialism.

Our diverse religious and spiritual traditions call us to work for systemic change and a more just society that embraces differences based on religion, national origin, gender, sexual orientation, gender identity, age, and physical ability. The IPL network will address this with specific, often-updated commitments regarding internal processes, policy positions, diversity efforts, training, funding mechanisms, and more.

Together we will work to reverse paradigms of oppression of humans and the natural world as we build a thriving, inclusive, and equitable future on behalf of all who inhabit this good Earth.

II. Proposal Guidelines

This Request for Proposal represents the requirements for an open and competitive process. Proposals will be accepted until **5pm EST on February 4, 2022**. All proposals must be signed by an official agent or representative of the company submitting the proposal.

If the organization submitting a proposal must outsource or contract any work to meet the requirements contained herein, this must be clearly stated in the proposal. Additionally, all costs included in proposals must be all-inclusive to include any outsourced or contracted work. Any proposals which call for outsourcing or contracting work must include a name and description of the organizations being contracted.

All costs must be itemized to include an explanation of all fees and expenses, and the organization may include a menu of services or a scaled proposal. Contract terms and conditions will be negotiated upon selection of the winning bidder for this RFP. All contractual terms and conditions will be subject to review by counsel and will include scope, budget, schedule, and other necessary items pertaining to the project.

Please submit all proposals to Rev. Susan Hendershot, president@interfaithpowerandlight.org with a subject line: Circle Facilitation Proposal.

III. Project Purpose and Description

As previously stated, The NSC is re-imagining how the IPL network can become stronger, more collegial, and more supportive of one another. The members of the NSC intend to create safe spaces for discussing issues that arise in the network so that state affiliates and national staff are on equal footing; spaces where power dynamics fade so that state affiliates and national staff are equally powerful, trusting, and respectful.

The intention of this project is to foster a healthy network that seeks transparency, clear communication, and mutual partnership in order to have even greater collaboration and impact in the faith climate justice movement.

The outcomes that we seek include the healing of relationships that have caused harm or pain, conflict, and/or frustration to members of the IPL network of affiliates and the national organization; a practice of inquiry to increase understanding and build trust; discernment of strengths and opportunities for building on said strengths; effective strategies for inclusive and transparent collaboration and decision-making that allows for diverse voices and needs; and identification of ways that IPL can become a stronger anti-racist and multi-religious network.

To date the work that has been done with NSC leadership includes:

- Creating and clarifying the goal and purpose of the NSC, as well as the process for election or appointment to the NSC;
- Participating in a discernment process around the IPL network MOU between affiliates and the national office;
- Through one-on-one and regional conversations between NSC members and affiliate leaders, identifying a need for a healing circle and/or an appreciative inquiry process to build trust and repair relationships;
- Sharing a letter of belonging from the IPL president to the state leaders;
- Holding a plenary and a breakout session during the IPL national conference soliciting ideas and feedback for a process to build trust and repair relationships within the network; and
- Beginning a shared asset mapping project to identify needs and skills within the network for shared leadership development.

IV. Project Scope

IPL seeks a consultant to design and lead a process that will:

- Seek to repair pain and harm within the network, and especially through actual or perceived power dynamics between affiliates and national office;
- Build trusting relationships centering mutuality and co-creative space;
- Build on existing strengths within the network for greater impact.

The successful candidate will:

- Have proven experience in facilitating healthy networks
- Have experience with healing circles, restorative justice, and/or appreciative inquiry processes
- Have the ability to design a process for a dispersed network of national and affiliate leaders, with potentially up to 50 participants
- Center justice, equity, diversity, and inclusion

V. Request for Proposal and Project Timeline

Request for Proposal Timeline:

- All proposals in response to this RFP are due no later than **5pm EST on February 4, 2022.**
- Evaluation of proposals will be conducted from **February 7 to February 18, 2022.** If additional information or discussions are needed with any bidders during this two-week period, the bidder(s) will be notified.
- We anticipate the selection decision for the winning bidder to be made no later than **February 25, 2022.**
- Upon notification, the contract negotiation with the winning bidder will begin immediately. Contract negotiations will be completed by March 4, 2022.
- Notifications to bidders who were not selected will be completed by March 4, 2022.

Tentative Project Timeline:

- March 4, 2022: finalize contract
- March 7 - April 29, 2022: Program design and communication to the IPL network
- May 16-18, 2022: IPL National Conference in DC; Circle facilitation begins (in-person)
- May - November 2022: Continuation of circle facilitation (virtual/online)
- November 2022: Circle facilitation conclusion and evaluation

VI. Budget

All costs must be itemized to include an explanation of all fees and expenses, and the organization may include a menu of services or a scaled proposal. Contract terms and conditions will be negotiated upon selection of the winning bidder for this RFP. All contractual terms and conditions will be subject to review by counsel and will include scope, budget, schedule, and other necessary items pertaining to the project.

All proposals must include proposed costs to complete the tasks described in the project scope. Costs should be stated as one-time or non-recurring costs or monthly recurring costs.

The budget range available from Interfaith Power & Light for this work is \$6,000-\$12,000.