



**RFP For Strategic Plan Consultant
Southeast Asia Resource Action Center (SEARAC)
January 2026**

Background

Founded in 1979, SEARAC is a national civil rights organization that builds power with diverse communities from Cambodia, Laos, and Vietnam to create a socially just and equitable society. As representatives of the largest refugee community ever resettled in the United States, SEARAC stands together with other refugee communities, communities of color, and social justice movements in pursuit of social equity.

Following a historic investment in general operating support funds in 2022, SEARAC embarked on a strategic direction-setting process that set the vision for our work in the next four years. This strategic plan – our North Star – helped us to grow our team, expand our communications and policy reach, and strengthen our internal infrastructure to create a thriving and supportive work culture that has been the root to our success for staff retention.

In an effort to build upon our wins, we are seeking a consultant to lead and facilitate a process that will result in a refresh of our strategic objectives that align with the current moment that we are in. This process will inform the next phase of our work and measures of success through a written strategic plan that will guide our annual priorities through 2030.

Scope of Work

- Design and lead a process to gather strategic input through a mix of virtual engagements with an identified range of external stakeholders (local and national partners, funders):
 - Interviews: 15 hours - mix of 1:1 and focused groups. To be co-designed with SEARAC.
 - Surveys: a goal of at least 30 responses. SEARAC will work with the consultant to put a target list together.
- Engage with SEARAC's strategic planning committee including staff, board of directors, and community partners to design and implement the following research to inform SEARAC's strategic plan including:

- Landscape analysis of other national Asian American and civil rights/social justice organizations.
- Refresh strategic objectives and outcomes from previous strategic plan to align with the moment we're in.
- Synthesis of local/state/national support requests from partners to reflect SEARAC's value during this political moment.
- Integrate existing recommendations/analyses from 2025 SEARAC research in the areas of wellness, aging, education.
- Light scenario planning post-Nov. 2026 including political and partner landscape.
- Analysis and presentation of choice points including tradeoffs.
- Synthesize findings and produce an updated strategic plan report and a set of collateral that can be shared with stakeholders. This includes:
 - A 3-year strategic plan for internal organizational use.
 - A shorter version of a strategic plan that outlines core strategies, organizational competencies, and outcomes for public distribution.
- Support executive leadership in sharing the preliminary findings and updated report with SEARAC board, staff, and community partners.

Project Budget: \$35,000

Desired Qualifications from Applicants:

- Extensive experience with organizational development, strategic planning, group facilitation, and proposal writing for non-profit organizations.
- Experience working with 501c3 organizations of similar size (roughly \$2.3 million budget) and sources of support (roughly 80-85% foundation support).
- Experience with organizations staffed by and that engage with people of color.
- Must be grounded in the principles of racial and gender justice.

Timeline

Deadline for proposals: Feb. 25

Initial screening: Feb. 26-March 5

Finalist interviews: March 10-16

Final selection: March 30

Timeline for Strategic Planning: April-Dec.

How to Apply

Interested parties should submit a brief proposal (no more than six pages) to application@searac.org with the subject "*Strategic Plan*" that outlines their vision for executing this project as outlined above, including specific strategies, timeline, milestones and overall approaches. Interested applicants should also include bios for everyone who will work on the project and three references of past or current organizational clients, ideally in the nonprofit sector, who have engaged in a similar process with the applicant. No phone calls please.