



**CANADIAN CENTRE
FOR WOMEN'S
EMPOWERMENT**

**CENTRE CANADIEN
POUR L'AUTONOMISATION
DES FEMMES**

CCFWE Request for Proposals (RFP): Strategic Planning Consultant

About the Canadian Centre for Women's Empowerment (CCFWE)

The Canadian Centre for Women's Empowerment (CCFWE) is a federally registered non-profit based in Ontario. We are the only national organization in Canada exclusively dedicated to addressing all forms of economic abuse, including economic control, economic exploitation, and employment sabotage. Our mission is to restore and protect the economic safety, dignity, and financial independence of survivors of domestic and gender-based violence.

About This RFP

The Canadian Centre for Women's Empowerment (CCFWE) is undertaking a strategic planning process to define its organizational direction for the next five years (2026–2031). This process will be grounded in equity, trauma-informed principles, and survivor-centered values, and will actively engage input from CCFWE's Board of Directors, committee members, staff, system partners, survivors, funders, and key stakeholders.

We are seeking a highly skilled and experienced strategic planning consultant to lead this process through an inclusive, collaborative, and intersectional lens. The ideal consultant will have a proven track record working with mission-driven organizations, and should demonstrate deep familiarity with gender-based violence and economic justice frameworks.

A virtual strategic planning workshop will be facilitated by the consultant with participation from CCFWE's leadership, staff, and select stakeholders. The purpose of this workshop is to foster a generative, structured dialogue that results in a shared vision, clarified priorities, and a pathway toward systemic impact and organizational sustainability.

This plan will serve as a blueprint to guide for CCFWE's growth, partnerships and advocacy efforts for the next five years.

Expected Outcomes

The final outcome of this engagement will be a comprehensive and actionable strategic plan, including:

- A renewed mission, vision, and core values reflective of CCFWE's evolving identity.
- Strategic priorities and outcome statements aligned with our advocacy, education, and service delivery mandates.
- A performance measurement framework with key performance indicators (KPIs).
- An implementation roadmap that outlines responsibilities, timelines, and evaluation cycles.
- A visually compelling executive summary to engage external stakeholders and partners.

The consultant will work closely with the CCFWE team to ensure that the strategic framework is **realistic, measurable, and adaptable**—aligned with operational capacity, regulatory requirements, and long-term impact goals.

In addition to facilitating the strategic planning process, the consultant will support:

- Synthesizing insights from past reports, evaluations, and stakeholder feedback.
- Centering the lived experiences of survivors in the plan development.
- Ensuring alignment with CCFWE's national and international partnerships, legislative advocacy work, and innovation in financial inclusion and economic abuse prevention.

This strategic planning process represents a critical milestone in CCFWE's journey as a national leader in economic justice and survivor empowerment.

Strategic Planning Objectives

- Co-develop a renewed vision, mission, and values grounded in equity and economic justice.
- Identify strategic goals, priorities, and outcomes aligned with survivor-centered programming and systemic advocacy.
- Ensure compliance with ONCA, CRA guidance, and nonprofit governance best practices.

- Reflect on and respond to current policy, social, and economic trends impacting survivors of economic abuse.
- Center survivor voices, lived experience, cultural safety, intersectionality, and trauma-informed principles throughout.

The Strategic Plan Should Be:

- Aspirational yet achievable.
- Relatable and accessible to all stakeholders.
- Practical, reflecting the operational realities of a national nonprofit.
- Balanced – both internally focused (capacity-building) and externally responsive (policy and partnerships).
- Agile, with a framework for flexible decision-making
- Inclusive, reflecting the roles and contributions of the Board, staff, and community.

Deliverables

The successful consultant will be expected to complete the following:

1. Pre-engagement Analysis

- Review organizational documents, past strategic plans, and foundational materials.
- Coordinate with staff to synthesize system partner and stakeholder input (already gathered by CCFWE).
- Prepare pre-reading materials and reflection questions for Board and staff in advance of the workshop.

2. Workshop Design and Facilitation

- Design and lead a full-day strategic planning workshop, delivered either in-person or virtually, depending on feasibility and participant needs.
- Facilitate a structured and generative discussion with Board members, committee representatives, and staff.
- Ensure inclusive, trauma-informed, and equity-centered engagement.

3. Strategic Framework and Plan Development

- Deliver a proposed strategic framework including updated mission, vision, guiding principles, and strategic priorities.
- Work with staff to identify implementation actions and develop measurable outcomes and KPIs.
- Provide visual and narrative formats of the draft strategic plan.

4. Finalization and Presentation

- Present the draft plan to the Board for feedback.
- Integrate final input and submit a finalized 5-year Strategic Plan.
- Deliver a visually engaging summary version of the strategic plan for public and stakeholder use.

Proposed Timeline

- Proposal submission deadline: **June 15th**
- Consultant selection & contract: **June 30, 2025**
- Pre-workshop preparation: **July 15, 2025**
- Strategic planning workshop: **September 3, 2025**
- Draft plan submitted: **September 20, 2025**
- Final plan & board presentation: **December 22, 2025**

Budget

The budget for this project is \$20,000 – \$22,000 CAD, inclusive of HST and all expenses.

Proposal Requirements

- Cover letter
- Profile of your firm or independent practice, including relevant qualifications
- Proposed methodology and timeline
- Budget breakdown
- Names and roles of key personnel
- Three professional references
- Two samples of similar strategic plans you have developed

Preferred Qualifications

The ideal candidate or consulting team will have:

- A minimum of 5–7 years of experience facilitating strategic planning for nonprofit or social impact organizations.
- Demonstrated knowledge of gender-based violence, economic justice, and survivor-centered frameworks.
- Experience applying trauma-informed, culturally safe, and equity-based approaches to organizational planning.
- Lived experience and/or deep engagement with communities affected by economic abuse or systemic oppression is considered an asset.
- Familiarity with ONCA, CRA guidelines, and nonprofit governance best practices.
- Strong facilitation, synthesis, and communication skills.

Evaluation Criteria

- Experience and qualifications – 35%
- Work plan and methodology – 35%
- Budget and value for money – 20%
- Equity and trauma-informed lens – 10%

Equity and Accessibility

CCFWE values diverse lived, academic, and professional experiences. We strongly encourage applications from women, racialized individuals, Indigenous consultants, gender diverse + people, people with disabilities, and those with lived experience of economic abuse or gender-based violence. We will accommodate applicants' accessibility needs throughout the process in compliance with the Accessibility for Ontarians with Disabilities Act (AODA).

Conflict of Interest

Applicants must confirm they have no actual or perceived conflict of interest in relation to this RFP. Any known potential conflicts should be declared. Misrepresentation or failure to disclose conflicts may result in disqualification.

Contract Award

The selected consultant will enter into a written agreement with CCFWE. We reserve the right to cancel the RFP at any time or enter preliminary discussions with multiple candidates to expedite negotiations.

How to Apply:

To apply, please send your resume and a cover letter outlining your qualifications, relevant experience, and approach to strategic planning to hr@ccfwe.org by **June 15th 2025**. Please include “Strategic Planning Consultant Application” in the subject line.

CCFWE is committed to employment equity and building a diverse team that reflects the communities we serve. We strongly encourage applications from women, Indigenous peoples, Black and racialized individuals, persons with disabilities, 2SLGBTQIA+ people, and individuals with lived experience of economic abuse or gender-based violence.

We are committed to an accessible and inclusive recruitment process. If you require accommodations at any stage of the application or interview process, please contact hr@ccfwe.org and we will work with you to meet your needs.

We thank all applicants for their interest. However, only those selected for an interview will be contacted. Candidates must be legally eligible to work in Canada.