

DRCN Strategic Planning 2.0 Scope of Work

Project Objective: To assist the Delmarva Restoration and Conservation Network (DRCN) to further refine its mission, optimize its operations, plot a 3-year course for DRCN, increase collaborative buy-in from current and potential future DRCN members, and assist DRCN in defining success.

Organizational Profile: The DRCN mission is to restore and conserve Delmarva's landscapes, waterways, and shorelines that are special to its people, fundamental to its economy, and vital for its native fish, wildlife, and plants.

The DRCN is comprised of many partners, including federal, state, and local governments and non-profit conservation organizations. It is led by co-chairs and a steering committee and also consists of four subject area-focused working groups: Land Protection Committee, Towns & Urban Committee, Restoration & Resilience Committee, and Agricultural Land & Forestry Committee.

Scope of Work: The DRCN is seeking a strategic facilitator who can help DRCN take the next steps in realizing the full potential of the network. Through this work, the DRCN will:

- Identify how partners think the DRCN can best help them do their work.
- Prioritize DRCN's programs according to partner needs as expressed above.
- Build an operational framework that ensures optimal levels of partner participation.
- Develop a simplified strategic plan identifying what the organization intends to accomplish in the next three years.

Through this process, the DRCN will review how priorities and work outputs were decided in the past and identify process improvements:

- How should DRCN review and establish priorities and how often should priorities be re-evaluated?
- What are DRCN's strengths and weaknesses, what is DRCN doing well currently, and what could the DRCN be doing better in the future – what changes are required?
- How does DRCN decide what to work on, and how does it envision that work from inception to completion?
- Should working committees be permanent, or should they be initiative-based?
- How do policy/advocacy issues fit into DRCN's work?

A successful Facilitator will:

-Establish an appropriate timeline for completion of this work. The DRCN has its annual meeting on August 20, 2025, the steering committee, which will serve as the ad hoc strategic planning committee, meets regularly.

-Interview DRCN leadership and other stakeholders as necessary.

-Lead sessions with strategic planning work group.

-Lead the development of a concise written strategic plan, with appropriate input from general DRCN membership.

-Assist with the development of “next steps” for implementation to be included in the final plan document.

Timeline: The DRCN wishes to have the draft plan completed by DRCN’s August full membership meeting. The draft plan will be reviewed and input received by all members to be incorporated into the final document.

If interested in being considered for this work, please submit a proposal, including a brief synopsis of relevant experience and expected costs, to Steve Kline, DRCN Chair, at skline@eslc.org no later than COB March 28, 2025.