



Request for Proposals (RFP)

Strategic Planning Facilitation Consultant

Eastern Sierra Land Trust (ESLT)

Proposals Due: ASAP; no later than January 30, 2026

Applications reviewed on a rolling basis

Organizational Background

The Eastern Sierra Land Trust (ESLT) is a 501(c)(3) nonprofit organization founded in 2001 and dedicated to conserving the natural, agricultural, cultural, and scenic landscapes of the Eastern Sierra and western Great Basin. ESLT works across Alpine, Mono, and Inyo Counties in California, as well as four counties in western Nevada, partnering with private landowners including farmers, ranchers, Native American Tribes, and local, state, federal agencies, and others.

ESLT protects private land through voluntary conservation easements and land acquisition; safeguards critical wildlife habitat and diverse ecosystems; and supports long-term land stewardship. We work in communities to welcome people of all ages to learn about their role in protecting the natural world, encouraging everyone to find a way to join us, like stewarding a pollinator garden or assisting our staff with land stewardship work. ESLT is committed to community-based and Tribal collaboration, outreach, and education to ensure conservation efforts reflect local values and sustain resilient landscapes and communities.

View the 2025 Story Map to learn more about ESLT's recent work.

<https://storymaps.arcgis.com/stories/bb80ec3d0c2842c592703d58e3704ad8>

Why This Moment

ESLT is at a pivotal moment in its organizational history. Having recently completed a Strategic Conservation Plan to guide land protection priorities and investments, the organization is now looking to align its broader programs, partnerships, and organizational capacity with an ambitious and evolving vision. This strategic planning effort will help ESLT respond to changing ecological, economic, and community conditions while positioning the organization for continued impact and long-term resilience for people, nature and local communities.



Purpose

ESLT seeks an experienced consultant to facilitate the development of a three-year organizational strategic plan (2027–2030). The plan will build on ESLT’s Strategic Conservation Plan and help guide future priorities, partnerships, programs, and investments.

Scope of Work includes but not limited to:

- Design and facilitate a thoughtful, inclusive strategic planning process with a small planning committee including Executive Director and Board members
- Engage Board members (15), staff (11), and external stakeholders through surveys and SWOT-type analysis
- Conduct a horizon scan of economic, social, political, philanthropic, and other relevant trends
- Organize and facilitate a two- to three-day strategic planning retreat
- Prepare draft documents and a final strategic plan including mission, vision, goals, objectives, key outcomes, and high level strategies.

Timeline

- Project start: As soon as possible; no later than March 2026
- High-level draft plan including ELST defined goals, objectives, outcomes and high-level strategies: September 2026

Desired Qualifications

- Demonstrated experience facilitating strategic planning processes
- Nonprofit experience required; conservation experience strongly preferred
- Skilled facilitator with experience leading retreats and synthesizing diverse input

Proposal Submission

Proposals should include: (1) brief statement of interest and approach, (2) relevant experience examples, (3) general thoughts on timeline for scope outlined above, (4) budget or fee structure, and (5) résumé or CV.

Submission Deadline

Submit proposals ASAP and no later than January 30, 2026. ESLT reserves the right to select a consultant prior to the deadline.

Contact

Eastern Sierra Land Trust

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