



Strategic Planning for Gotham Volleyball League, Inc.

The Gotham Volleyball League, Inc. is seeking an experienced strategic planning consultant to design and facilitate a participatory planning process that will identify strengths and challenges, correct existing challenges, and create a short term (two to three-year) and long-term (five to 10-year) strategic plan for the organization.

About The Gotham Volleyball League, Inc.

Founded in 1981, and with approximately 1,000 current members and over 3,000 alumni, New York's Gotham Volleyball League is the largest sports-based Gay, Lesbian, Bisexual, Transgender and Queer (GLBTQ) community organization in the country. The mission of Gotham Volleyball is to improve the quality of life for GLBTQ individuals by building community through the sport of volleyball. In pursuit of that mission, we use volleyball as a means to engage people, create a safe space and community for people to be themselves, and provide services and outreach to the greater community.

We are an all-volunteer run and operated organization. Our organization currently has four main program areas – our “Division Play” volleyball league (88 teams throughout 11 different skill level divisions), our “Power” volleyball training program (11 skill levels of training, one of the biggest programs serving amateur adult players in New York City), our Tournaments and Open Play programs (including several national tournaments), and our Activities and Outreach (non-volleyball) community engagement programs.

Planning Needs

We recently achieved many of our goals developed in a strategic planning process that started in 2007 and mostly completed in 2017. As part of this process, we crafted our organization's official mission, redesigned our organization's governance and started the process of becoming a 501(c)(3) charitable organization. Under our new governance structure, our organization's direction is determined by a 15-member Board of Directors, which is charged with overseeing the organization's mission and determining the organization's direction. The Board is comprised of all of Gotham's officers, five additional directors elected by Gotham's membership, and four past Presidents. Additionally, a “Leadership Group” of 8-15 volunteer leaders implements each Gotham's major programs under the supervision of a designated member of the Board of Directors.

At this point, we believe it is necessary to again identify the strengths and weaknesses of our organization so we can continue to grow and improve while staying true to our values and mission statement. For example, current challenges include communication amongst our expanded governance structure and, as an all volunteer-run organization, meeting our organizational goals while also running the day-to-day operation of our organization. We want a process that will include the organization's board, other leaders, and, perhaps, key stakeholders, and that will create a map for the next stage of our organization's journey. The level of detail in that map will be determined during



the planning process. Our organization already regularly collects feedback from our membership and amongst our leadership, so we can utilize that data as a starting point for our discussions.

We intend to provide reasonable compensation for the consultant's time and reasonable travel expenses when incurred. Our planning process typically takes place during an annual 2-day leadership retreat, and we would want the consultant to participate in the retreat. In addition, would like to have quarterly leadership planning check-in meetings that include the consultant. Also, we may, on occasion, ask the consultant to act as a moderator and neutral when we are considering issues where there is significant disagreement or strong, passionate feelings on different sides. We also hope that after development of the strategic plan, the consultant will continue to play an advisory role with Gotham as we operationalize the goals set forth in the strategic plan.

Timeline

We are looking for a consultant who will help us plan for the process over the next few months (August – September) and will then facilitate the planning process at our leadership retreat sometime in the Fall/Winter 2019/20, with check in meetings thereafter.

Consultant Qualifications

The consultant will be working with a board/leadership/membership who are very passionate about our organization – so expect that we'll have opinions but we will also have energy, enthusiasm, passion, and make whatever time is required. As a result, we are hoping for a consultant who will appreciate those traits, has experience working with non-profit organizations on their strategic growth and planning, and has experience in successfully designing such a plan. We also look for exceptional interpersonal skills which the consultant can utilize to make our planning sessions more productive. Most importantly, we require a consultant who feels passionately about working with and improving organizations such as ours. In sum, the ideal consultant will use his/her experience consulting with non-profit organizations to help us bring out the best in ourselves and maximize the effectiveness of our organization to achieve its mission.

Response requested

If you are interested in being considered for this work, please submit a brief statement explaining your approach to strategic planning and why you would be a strong fit for Gotham Volleyball, your resume, and your requested daily rate **by February 28th**.

We will review responses and will schedule interviews for March. If you have any questions, feel free to email Seth Eichenholtz, Past President and Director of Strategic Planning, at planning@gothamvolleyball.org.