

**Faith to Action Initiative,
A Project of Tides Center**

Request for Proposal: Transitioning Care Technical Support

Proposal Guidelines

- Deadline to Submit: December 8, 2021
- Length of Agreement: 1 year (December 2021 to December 2022)
- Questions and proposal submissions may be sent to Allison Coble, Faith to Action's Director of Programs, at allison@faithtoaction.org.

Organizational Overview

The Faith to Action Initiative (F2A) is a coalition founded in 2006 to educate and mobilize churches, faith-based organizations, and individuals towards best practices in care for orphaned and vulnerable children. The core focus of our work is to encourage action that is informed by evidence-based, best practice that recognizes and upholds the vital importance of family and community in the life of every child. F2A focuses on a US Christian audience, but the global Christian family care community is a secondary audience. F2A engages with its audiences through presentations and the creation and distribution of key resources, as well as through one-on-one conversations designed to promote family care, provide information about the shortcomings of orphanages, and to share best practices.

Purpose and Background

Several years ago, as a result of outreach to US Christians to promote family care, F2A recognized there was not easily accessible guidance and support for those who were already involved in supporting residential care to help them transition to family care. To meet this need, F2A has been building tools to support faith-based organizations who want to transition from residential care models to family care models. F2A released the *Transitioning to Family Care for Children: A Guidance Manual* and an online tool kit in 2016. In 2017, F2A held an in-person transitioning consultation for three organization's supporting residential care with the support of global experts in transitioning to family care. The footage of that consultation was used to create F2A's *Transitioning to Family Care Online Training*.

The creation and release of these tools led F2A to have increasing access to transitioning organizations. For example, F2A has hosted an annual cohort to work together through the Online Training for the last three years. F2A staff informally supported these new contacts in their first steps of considering and starting a transition, but soon realized that it was vital that transitioning organizations get connected with someone who could provide more contextual and technical support. With this learning F2A formalized its coaching role and focused on ensuring linkages with appropriate technical support providers and local networks. As F2A pursued those organizations, individuals and networks, we realized that the demand for their involvement was often beyond their capacity.

In 2019, F2A conducted a survey for all those who provided support for transitioning organizations around the world, distributing as broadly as possible through our network and the networks of our partners. The resulting report is available [here](#). The report summarizes the findings stating:

Survey respondents have supported more than 1,500 transitioning residential care centers across 61 countries. While the findings show a significant level of experience in supporting all stages of a transition process, almost half reported they lack the resources and capacity to support the whole transition process. With over 5 million children¹ currently in residential care and increasing pressure for those children to be reunified with their families or placed into family-based care, there is potentially a shortage of organizations and individuals that can provide support services to transitioning residential care centers.

F2A presented the findings to a broad audience of care reform actors. In March 2020, F2A and [Changing the Way We Care](#) convened a smaller group of organizations with global experience supporting transitioning organizations to discuss the findings. Over two days, the group identified several challenges and opportunities in increasing access to quality transitioning support services, including: (1) definition and frameworks to clarify on terms related to transitions and the end goal of transition; (2) evidence with data and case studies of successes and challenges in supporting transitions; (3) resources, both financial and technical guidance/tools for supporting transitions; and (4) building technical capacity of practitioners to support transitions. The group also agreed the challenges and opportunities must be addressed in ways that are informed by, located in or accessible to, and inclusive of local level stakeholders. Working groups were created to respond to these challenges, some of which were transferred into the Better Care Network's Global Collaborative Platform in 2021 where these efforts continue.

The Transitioning Care Technical Support Consultant position ("the position") will help support the continued collaborative efforts to improve access to local and technical support for transitioning organizations, as well as continue to maintain F2A's specific efforts to support US Christian organizations in their first steps towards transition.

Statement of Work

The position will support the family care movement in increasing access to technical support for organizations seeking to transition from residential care to family care, including providing coaching and other support.

The position will:

- Support duties of F2A's Executive Director in partnership with the Better Care Network (BCN) and other members a Global Collaborative Platform on multiple projects to increase access to support for faith-based organizations transitioning to family care, including building a framework for understanding the elements of a transition and accessing support, adding profiles of organizations to can support in transitioning, and creating case studies of faith-based organizations who have transitioned to be included in the framework;

- Track, proactively follow up, and provide personalized coaching with the nearly 100 participants from the Fall 2021 Transitioning Online Training Cohort. Additionally, provide continued coaching with existing relationships with transitioning organizations early in the process of their transition and linking them to technical support providers who can contextually support their transition;
- Facilitate the Fall 2022 Transitioning to Family Care Cohort that leads staff, donors, and other stakeholders of residential care facilities to work through the *Transitioning to Family Care Online Training*;
- Provide additional support for transitioning support programming and resource creation led by F2A's Executive Director, including written documentation and video content as needed; and
- Participate in discussions with F2A staff and the Leadership Council as needed regarding future role of coaching through F2A.

Deliverables and Requirements

The major deliverables to be accomplished by this position are:

- Manage production of three written case studies of transition with faith-based care organizations (Nov 2021-June 2022)
- Managing the production of four video vignettes of transition with faith-based organizations (ongoing)
- Update of F2A's transitioning webpages, including integration of BCN's Transitioning Framework (Jan-March 2022)
- Personalized coaching to organizations early in the first phases of their transition and linking them to technical support providers who can contextually support their transition (ongoing)
- Manage the 8-week F2A *Transitioning to Family Care Online Cohort* (Oct-Nov 2022)
- Support for additional F2A projects, as needed (ongoing)
- Provide input into F2A's continued role in supporting transition (Nov 2022)

Requirements for the position are:

- Agreement with the Faith to Action's [Guiding Principles](#) for family care.
- Ability to work approx. 8-12 hours per week for 12 months
- Direct experience in supporting the full transition of an organization or organizations transitioning from residential care to family care
- Self motivated and able to work independently as well as within a virtual team
- Experience working in a coaching or consulting role
- Ability to recognize trends and consider long-term implications
- Excellent writing and communication skills
- Organizational skills to track and implement progress and next steps with contacts using a Customer Relationship Management (CRM) system
- Ability to manage a project with multiple contractors
- Ability to work collaborative with the F2A staff and key partners
- Bi-lingual in other working language preferred, especially French or Spanish



Process for Review of Proposals

F2A asks qualified applicants to provide a Expression of Interest for what they can provide, including suggested weekly hours and rate, a resume/CV, and references by December 8, 2021.

Applicants will be notified about scheduling an interview by email or phone call.