



**RFP:
Strategic
Planning
Consultant**

**Indigenous Sport &
Wellness Ontario**



Request for Proposals (RFP): Strategic Planning Consultant/Facilitator

Indigenous Sport and Wellness Ontario (ISWO) invites applications from qualified consultants/facilitators to support the development of a three to five year strategic plan based upon agreement for the successful candidate and the ISWO Board of Directors.

Overview

Indigenous Sport and Wellness Ontario, hereafter referred to as "ISWO", is the designated Provincial/Territorial Aboriginal Sporting Body (P/TASB) for Ontario, serving all Indigenous Peoples across the province.

ISWO believes that sport has the power to change lives, improve wellness, promote culture and provide opportunities for personal growth and community development, but knows that it cannot do it alone. ISWO strives to work with communities, organizations, and stakeholders from across Ontario and beyond, to find solutions and increase the wellbeing of Indigenous Peoples, in every aspect of their lives.

Completed proposals submitted no later than Friday, January 26, 2024.

SECTION ONE INTRODUCTION & BACKGROUND INFORMATION

1. INTRODUCTION

- 1.1. Indigenous Sport and Wellness Ontario, hereafter referred to as "ISWO", is the designated Provincial/Territorial Aboriginal Sporting Body (P/TASB) for Ontario, serving all Indigenous Peoples across the province.
- 1.2. ISWO is primarily funded by the Ministry of Tourism, Culture, and Sport, ISWO works to serve all Indigenous Peoples and communities, including First Nation, Inuit and Métis, across the province of Ontario, in an equitable and fair manner.
- 1.3. ISWO's Core Areas are as follows:
 - Sport
 - 1.3.1.1. Developing and delivering sport and recreation programming from grassroots to high performance, with an emphasis on lifelong physical activity and wellness through sport.



Leadership

- 1.3.1.2. Developing and supporting leadership building and capacity, in youth, communities and organizations, through sport and recreation, for increased wellbeing, self-determination, and opportunity.

Community

- 1.3.1.3. Developing tailored strategies and approaches that are reflective of the unique needs and desires of all Indigenous communities and populations in Ontario, with an emphasis on cross-sector collaboration, knowledge sharing and access.

1.4. ISWO's Core Values are as follows:

Promote inclusiveness across generations (children, youth, adults, elders) and of all Indigenous peoples in Ontario, recognizing diversity across the province.

Recognize the need for strategies to address specific regions, such as the far north and urban centres.

Develop and maintain a sustainable and accountable Provincial/Territorial Aboriginal Sport Body (P/TASB), representative of all Indigenous Peoples in Ontario.

Identify the importance of building leadership capacity, professional development, participation opportunities, collaboration and partnerships among Indigenous peoples.

Respecting traditional languages and the diversity of Indigenous languages across Ontario



SECTION TWO: ISWO's Internal Sport Portfolio

2. About ISWO's Sport Tournament Portfolio

2.1. Ontario National Lacrosse Invitational (approx. 300 participants)

3-Day Invitational Tournament offering a friendly yet competitive event.

The event is for athletes aged 13-19

Tournament also operates as a talent identifier for Team Ontario and their participation in North American Indigenous Games

2023 Event was held in Hagersville, Ontario

2.2. Ontario Native Basketball Invitational (approx. 300 participants)

The Ontario Native Basketball Invitational is a competitive tournament that rotates locations throughout Ontario yearly

The event is for athletes ages 14-18

The event has a number of cultural and leadership activities offered throughout the entire tournament

Event acts as a talent identifier for Team Ontario.

2023 Event was held in Sudbury, Ontario

2.3. Ontario Native Volleyball Invitation (approx. 300 participants)

The Ontario Native Volleyball Invitational is a competitive tournament that rotates locations throughout Ontario yearly

The event is for athletes ages 14-18

The event has a number of cultural and leadership activities offered throughout the entire tournament

Event acts as a talent identifier for Team Ontario.

2023 Event was held in Thunder Bay, Ontario



2.4. Masters Indigenous Games (MIG) (750+ participants)

Began in 2018. Event held every 4 years for athletes aged 19+ with last event taking place in Ottawa in 2023 (event delayed due to pandemic)

Next MIG is set to be August 15th through 17th in Ottawa, Ontario

Showcases ISWO's commitment lifelong and wellness through sport encouraging athletes to stay within sport after graduating from youth sports

Sports offer two divisions: a Jr Masters (19-39) and a Sr Masters (40+) with goals of a level playing field for athletes. Sr Masters athletes can compete in a lower division if they wish.

Sports MIG has held in the past and divisions:

2.4.1.1. Volleyball (Male, Female, Co-Ed)

2.4.1.2. Basketball (Male, Female)

2.4.1.3. Archery (Open)

2.4.1.4. Golf (Male, Female)

2.4.1.5. Athletics (Track and Field)

2.4.1.6. Canoe / Kayak

2.4.1.7. Softball

2.5. Team Ontario

2.5.1. Team Ontario is the all-Indigenous team which represents the province of Ontario at the National Aboriginal Hockey Championships (NAHC) and the North American Indigenous Games (NAIG). Team Ontario is composed of First Nations, Inuit, and Métis athletes from across all regions of Ontario.

2.5.2. Team Ontario selection process is aided by the tournament portfolio listed in section two

2.6. Standing Bear

2.6.1. Standing bear is a youth leadership initiative that support and empowers Indigenous youth in making positive changes in themselves and their communities



- 2.6.2.** Program allows for Indigenous youth to be connected to the land, be encouraged to participate in physical activities and to be guided by Elders to reflect on their place in the world
- 2.6.3.** Program are lessons divided into 4 hour blocks of time to allow for the facilitation of the following:
 - 2.6.3.1. Teachings from Guest Speakers - Elders, Knowledge Keepers
 - 2.6.3.2. Hands-on Activities, Traditional Land-based Skills Building
 - 2.6.3.3. Sharing Circles Reflections and Leadership Building Competencies
- 2.6.4.** Program also had modules available online for youth with access to internet
- 2.6.5.** Program has directly impacted more than 7,500 youth just in Ontario over the past 4 years
- 2.6.6.** Standing Bear support the following outcomes:
 - 2.6.6.1. Strengthened pride in Indigenous ways of knowing, being and doing
 - 2.6.6.2. Greater involvement in sport, recreation, active living, arts, culture and heritage activities as pillars for building a sense of community, love and belonging
 - 2.6.6.3. Increased sense of self identity and confidence to become valued community leaders
 - 2.6.6.4. Enhanced skills to manage personal mental health and share healthy living ways of knowing with others in the community
 - 2.6.6.5. Increased community involvement and responsibility
 - 2.6.6.6. More trusted relationships and partnerships that are the foundation for change
 - 2.6.6.7. More holistic planning that reflects mental, emotional, physical and spiritual thinking
 - 2.6.6.8. Improved collaboration at all levels
- 2.6.7.** Well Nation
 - 2.6.7.1. A foundational Indigenous Health and Wellness program intended to improve access and education to sport, fitness and recreation opportunities, in order to improve the overall wellbeing of Indigenous



Peoples and their communities

- 2.6.7.2. Well Nation has 4 more components, each aimed at life-promoting activities, decreasing at-risk behavior and increasing positive health outcomes and quality of life
- 2.6.7.3. Program has 4 components of this campaign:
 - 2.6.7.3.0. Resource Development
 - 2.6.7.3.0.0. Providing educational materials for all age levels and needs, on the topics of nutrition and traditional foods, physical literacy, long-term athlete development, coaching development, delivery and management
 - 2.6.7.3.1. Active Engagement and Training
 - 2.6.7.3.1.0. Brings “resources” to life and encourages learning, training and community-led facilitation and program development
 - 2.6.7.3.1.1. Includes the “Well Nation Fitness Program” which features 28 hours of instruction, 8 weeks of community development work, and peer-to-peer support, completed over a four-month period
 - 2.6.7.3.2. Wellness Warrior Campaign
 - 2.6.7.3.2.0. Built upon the active engagement component, the Wellness Warrior campaign celebrates Indigenous individuals working to activate their wellness or that of their community, through daily actions and choices that improve and enhance their well-being.
 - 2.6.7.3.2.1. Wellness Warrior campaign highlights the importance of visual representation of Indigenous wellness in the mainstream - providing role models and inspiring and relatable stories of success and achievement



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| 2.6.7.3.3. | Well Nation App |
| 2.6.7.3.3.0. | Currently in development, with plans to be launched within the next 12-months |
| 2.6.7.3.3.1. | Will support individual and community wellness, built on an Indigenous framework of traditional knowledge and lifestyles |
| 2.6.7.3.3.2. | App will feature a nutrition guide and tracker along with traditional recipes, tutorials, and an activity tracker which will feature workouts, activities, elder teachings and cultural information |

3. Project Description

The development of a 3 to 5-year strategic plan that identifies strategic directions, goals and priorities to guide the work of the organization to include the following:

- Current strategic plan has expired but will be made available for reference to the successful candidate(s)
- Collaboration with the ISWO Board of Directors and existing ISWO internal staff to understand current policies and procedures to discover synergy opportunities and solutions.
- Engagement with the Board of Directors, Membership, staff and relevant stakeholders via survey or other feedback forms such as town halls, emails, etc. **Note:** ISWO will assist in the development and distribution of any surveys and meetings, as required.
- Development of process for strategic planning session based upon previous experience, feedback forms and industry trends.
- Strategic planning session facilitation
- Identification of strategies and actions to continue the potential rapid growth of ISWO's internal staff and growing sport portfolio
- Consultation regarding implementation of new strategic plan once agreed upon by the ISWO Board of Directors
- Ensure that the voice of all Indigenous communities are represented within the strategic plan



4. Qualifications & Experience

The successful candidate/organization will demonstrate:

- Experience in strategic planning and facilitation with organizations operating with a Board of Directors. Preference will be given to those applicants who have experience working alongside Indigenous Groups or are themselves an Indigenous organization
- Experience and knowledge related to the development of organizational strategies
- Cultural awareness and knowledge specific to Indigenous Peoples of Ontario
- Experience and knowledge related to board governance, professional regulation and support to professions
- Facilitation skills working with boards of directors, members, staff and key stakeholders
- Highly developed project management skills

5. Timeline

- Pre-Meeting – Jan/Feb 24
- Consultation/Engagement – Feb /24
- Engagement Report – Mar /24
- In-person Strategic Planning Session Facilitation – Mar 1-3, 2024
- Additional Consultations (as required) - Mar/Apr 24
- Final Strategic Plan Report – May 24

Timeline subject to change based upon mutual agreement between organization.

6. Proposal Requirements

- 1) Consultant/Facilitator Profile
 - a) Name, Title and Contact Information
 - b) Description of relevant background
 - c) Description of services offered
 - d) If the applicant is from a firm, please highlight which member of the team will be the main point of contacts if bid is successful
- 2) Service Process Overview
 - a) Process for delivering services that are customized for, responsive to and aligned with ISWO's organizational needs
 - b) Description of approach to planning, facilitating and developing a strategic plan



3) References & Sample Work

- a) Provide one to two references
- b) Provide one to two sample strategic plans for which consultant/organization provided service

4) Proposed Costs

- a) Detail total cost with an itemized breakdown of fees and deliverables, including all taxes and expenses. **Note:** ISWO has up to \$10,000 available to the consultant excluding travel or meal costs, as required.

Indigenous consultants and organizations are strongly encouraged to apply. Please submit proposals with subject line: **RFP 2024** to **Dustin Peltier - Dustin.Peltier@iswo.ca**

ISWO reserves the right not to accept the lowest or any bid proposal submitted through this process. Full or partial in-kind proposals are welcome. No payments will be made to the consultants for the preparation and submission of proposals in response to this request.