



## Election Contingency Scenarios for Program Strategy

Request for proposals

### Introduction

Public Rights Project (PRP) is a national nonprofit organization that helps local government officials fight for civil rights. We build their capacity to protect and advance civil rights, convene and connect them on key issues, and provide legal representation to help them win in court for residents. Since 2017, we've recovered over \$46 million in relief for marginalized people; built a network of over 1,300 government offices, elected officials, and community-based organizations in 50 states; trained 130 prosecutors and government lawyers in 24 states; and secured court victories on abortion, immigrant, workers', and voting rights. Learn more about our work.

PRP is entering a significant period of strategic planning and growth over the next two years, in a rapidly shifting political and legal environment. We're seeking a strategic partner to design and facilitate a 2026 election scenario planning process that will help us adapt our programmatic strategies, decision-making pathways, and operational plans to a range of plausible post-election conditions.

### Background

Our country is at a crossroads, with democracy, civil rights, and basic freedoms under constant attack. The outcomes of upcoming elections at the federal, state, and local levels will have profound implications for PRP's work and for the communities we serve.

To continue to show up effectively for our partners, PRP must be prepared for multiple political environments—from the balance of power in Washington and key states to contested or delayed election results. We want to proactively clarify:

- The range of plausible external environments we may face.
- How our programmatic strategies, priorities, and threats may shift across these scenarios.
- The operational and budgetary implications of those shifts.
- The concrete actions we would take under different conditions, and what would trigger them.

The selected consultant will guide PRP through a scenario planning and decision-making process. This engagement is meant to be **lightweight, time-bound, and decision-oriented**. We want a focused scenario exercise that equips leadership with shared assumptions, clear trigger points, and ready-to-use decision pathways for the immediate post-election period.

## Goals of Project

Success for this project means equipping PRP with a **small set of decision-ready scenarios**, clear implications, and actionable trigger points so we can move quickly and coherently after the election. The process should be clear, streamlined, and minimally disruptive to program staff workloads

## Project overview

**Scope of work:** We envision the work happening in **3 phases** that may overlap.

### **Phase 1: Co-create a high-level project plan and facilitation approach with a small group of PRP staff.** (Duration - Approximately two Weeks)

- Establish guiding principles that will drive the process that keep us grounded in our intended impact, theory of change, and internal values.
  - Review PRP's theory of change, strategic plan, program portfolios, and financial model.
- Establish a project plan that includes:
  - Key deadlines and deliverables
  - Relevant roles and responsibilities: MOCHAS and RAPIDS
  - Participants and how to engage
  - Shareable project plan that takes into account capacity, other high pressure times, and needs of partners and/or funders.
  - Clear success metrics
- Establish and align on key elections that need to be tracked, at the state and local level, to determine potential scenarios.

### **Phase 2: Discovery and Scenario Development** (Duration - Approximately 1 Month)

#### Targeted discovery of decision-critical drivers

- Identify key drivers of impact and economics that are facing highest levels of risk, including: Core programmatic activities essential to our impact; Operations; Funding.
- Identify and, as needed, conduct research about the federal, state, and local elections most likely to impact PRP and that need to be accounted for in planning.

#### Scenario Development & Implications

- Develop a set of best-case, moderate, and worst-case scenarios tied to federal, state, and local electoral outcomes.

- Facilitate a **small number of structured working sessions**. Will involve a **small, targeted subset of leadership and staff**, with limited engagement from board members or partners only where clearly additive.
- For each scenario, identify high-level programmatic, operational, and financial implications.
- Prepare a tracking document to monitor key election results, that can be used to facilitate discussion and scenario development in phase 3. **This is work that we would like the consultant to provide and take the lead on.**

### **Phase 3: Action Planning and Preparation of Deliverables** (Duration: Approximately 1 Month)

#### Portfolio of Actions & Trigger Points

- Develop a **portfolio of actions** for each scenario, categorized as:
  - For each action, outline operational implications, budget/economic implications, scenario(s) in which the action applies
  - Identify **key trigger points** (e.g., election outcomes, regulatory changes, funding shifts) that would activate specific actions or action bundles.

#### Decision Pathways & Final Deliverables

- Translate scenarios, actions, and triggers into clear decision-making pathways for fast-moving legal and political environments.
- Align with internal decision structures (e.g., RAPID and MOCHA roles for ELT, SLT, and Board).
- Prepare final written and slide deliverables that PRP can use with staff, board, and key external stakeholders.
- Lead a final debrief session to close the project and hand off tools for ongoing use.

The selected consultant will also participate in meetings with PRP's leadership team, program team directors, and board (and potentially partners) as needed.

**Methodology requirements:** We expect a blend of qualitative and quantitative approaches.

**Deliverables:**

At a minimum, we expect the following deliverables:

- Scenario **matrices** that outline key scenarios and their implications.
- **Brief synthesis notes** capturing key insights.
- Concise final memo.
- A **slide deck** summarizing key findings and recommendations.
- A **tracking document** to monitor key election results.
- A practical **implementation roadmap** that outlines immediate next steps, ownership, and timing post-election.

**Budget and timeline**

**Budget:** Final budget will be determined based on proposals, but we expect to spend between 30,000 and 50,000. If you would recommend any different approaches from what is outlined above based on the budget or other strategic recommendations, please note them in your proposal. Please include a **detailed budget summary**, including fees, anticipated hours, staffing structure, and any expected travel or materials costs.

**Timeline:**

- **February 1, 2026:** RFP issued
- **March 1, 2026:** Submission deadline
- **March 1–April 1, 2026:** Proposal reviews
- **April 2–5, 2026:** Interviews with shortlisted firms
- **April 8, 2026:** Final decision
- **May 1, 2026:** Project start date / kickoff
- **Sept. 30, 2026:** Project complete and deliverables finalized.

**Proposal guidelines**

**Submission requirements:**

Please send proposals in PDF format to [lauren@publicrightsproject.org](mailto:lauren@publicrightsproject.org) by **March 1, 2026**. Your proposal should include:

- **Overview of your firm and relevant experience**, especially with:
  - Scenario planning and contingency planning
  - Nonprofit and legal advocacy organizations
  - Democracy, civil rights, and/or election-related work
- **Project team qualifications and experience**, including bios for key staff.

- **Project plan, approach, and methodology** for designing and facilitating the scenario planning process, including how you will engage leadership, staff, board, and partners.
- **Relevant work samples**, particularly scenario planning or strategic planning engagements in complex political or legal environments.
- **Detailed budget summary**, including assumptions and fee structure.
- **Evidence of your commitment to diversity, equity, inclusion, and belonging**, and how those values show up in your approach and team composition.
- **Client references** (ideally at least two) from similar projects.
- **Potential conflicts of interest**, particularly any current or recent work with governments, political campaigns, or organizations that may intersect with PRP's issues or partners.