



Request for Proposals—Rocky Mountain Farmers Union Board Team Building

Organization Overview

The Rocky Mountain Farmers Union (RMFU) is a member-driven organization representing farmers, ranchers, and rural communities across the Rocky Mountain region. RMFU's board oversees a complex organizational structure that includes a nonprofit organization, a general farm organization, and an insurance agency.

Our board is composed primarily of farmers and ranchers and reflects a wide range of political perspectives, lived experiences, and tenure—from newly elected members to those with decades of service.

Purpose of this RFP

RMFU seeks a skilled facilitator to support our Board of Directors in strengthening board culture, improving alignment, and building shared agreements for how we work together.

We are specifically seeking a facilitator who can **work directly and constructively with underlying tension and conflict**, while helping the board move toward clear commitments, practices to create intentional board culture that can be continued through changes to board membership, and more effective governance practices.

Scope of Work

The selected facilitator will design and deliver a multi-session engagement that may include:

1. Pre-Engagement Assessment

- Review of background materials (e.g., survey results, governance documents)
- Optional 1:1 or small group conversations with board members
- Identification of key themes, tensions, and opportunities

2. Board Retreat Facilitation (In-Person)

- Facilitation of 1–2 in-person sessions. We meet quarterly and were thinking of adding ½ day to our July and October board meetings for this work.
- Structured activities focused on:
 - Building trust and shared understanding
 - Surfacing and working through conflict and differing perspectives
 - Clarifying roles, expectations, and governance practices
 - Developing shared agreements for board culture and behavior



Rocky Mountain Farmers Union

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3. Synthesis & Recommendations

- Summary of key findings and themes
- Recommended practices, agreements, or next steps to support ongoing board effectiveness

Desired Outcomes

- Increased trust and clarity among board members
- More productive and respectful engagement across differences
- Explicit agreements around board culture, communication, and expectations
- Improved alignment on roles and governance responsibilities
- A clear path forward for continued board development

Desired Facilitator Qualifications

We are seeking facilitators or teams with:

- Demonstrated experience facilitating **boards or leadership groups with complex dynamics**
- Strong skills in **conflict navigation, mediation, and group dynamics**
- Ability to **name and work with difficult or sensitive issues directly and constructively**
- Experience with **rural, agricultural, or membership-based organizations** (strongly preferred)
- Understanding of **governance structures involving multiple entities** (nonprofit and/or cooperative/insurance structures a plus)
- A facilitation style that is both **grounded and practical**, with the ability to build trust across diverse perspectives

Budget

Please provide a brief 1-page budget. The total budget for this engagement should be inclusive of preparation, facilitation, and follow-up. We have budgeted a modest amount for this work. We would welcome tiered budgets and creative scoping approaches that maximize impact with limited budgets.



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Proposal Requirements

Please include the following:

1. **Approach and Methodology**
 - How you would design and facilitate this engagement
 - How you approach conflict and group dynamics
2. **Relevant Experience**
 - Examples of similar board or leadership facilitation work
 - Any experience working with agricultural, rural, or politically diverse groups
3. **Facilitator Bio(s)**
4. **Proposed Scope and Timeline**
 - Suggested structure (e.g., number of sessions, format)
5. **Budget and Fee Structure**
6. **References** (2–3 preferred)

Timeline

- RFP Issued: 6/19/2026
- Proposals Due: 7/10/2026
- Interviews (if needed): 7/27/2026-7/31/2026
- Anticipated Start: 8/3/2026

Submission Instructions

Please submit proposals electronically to:

Tyler Garrett
Chief Executive Officer
tyler.garrett@rmfu.org

Additional Notes

We are seeking a facilitator who can **meet the board where it is**, while also helping us move forward with clarity, accountability, and shared purpose. This work is important to the long-term effectiveness of the organization and its ability to serve farmers, ranchers, and rural communities.

We appreciate your interest and look forward to reviewing your proposal.