




RoadMap's mission is to strengthen social justice organizations through capacity building, peer learning and field building. We envision a social justice sector made up of groups that have the power to have a transformative impact upon our society.

One of RoadMap's unique characteristics is that we are a network of 60+ social justice minded consultants with a wide array of experiences, areas of expertise and approaches to capacity building. Our clients benefit from being able to select from a highly experienced and very diverse consultant pool that shares their social justice values. Our efforts to match the client with highly skilled consultant options also mean clients can do their own "chemistry check" and feel complete ownership of the process. RoadMap's services shift depending on the particular goals of the clients, as well as changing needs of the movement landscape and the lessons we garner from our work about what leads to effective, lasting change in habits, behaviors, strategy and practice.

Service	Content	Outcomes	Hours	Cost
Customized Capacity Building (for organizations & alliances/networks) Funder-sponsored grantees or client direct pay.	<p>Assessment, consultant matching and intensive holistic consulting services over 12-18 months with one or several consultants. Priority areas include leadership transition, strategic planning, leadership/team coaching, financial management, board development, team building, fundraising, strategic communications, database planning, crisis preparedness and response, culture change, racial justice and equity, and more.</p> <p>See: https://roadmapconsulting.org/consulting-services/ for full list of topics</p>	<p>Organizations and alliances make significant progress in several areas of organizational practice. Longer engagements lead to transformative impacts such as scale up, restructuring, organizational culture transformation, and alliance alignment. Intensive work supports the ability of movement leaders and organizations to lead and function more effectively, strategically and sustainably.</p>	<p>Average engagement represents 110 – 200 consulting hours.</p>	<p>Average client engagement ranges between \$20,000 and \$45,000.</p> <p>Foundation-sponsored grantee cohort or alliance-based support to affiliate members runs between \$250,000 and \$400,000 for service to 7-10 organizations.</p> <p>See description of NDWA/CORE (Capacity Building for Our Resilience and Effectiveness) partnership: roadmapconsulting.org/resource/capacity-building-for-alliances/</p>
 <p>My Healthy Organization (MHO), Our Healthy Alliance (OHA) on line organizational assessment</p>	<p>Comprehensive online assessment tools and process specifically designed for social justice (organizing and advocacy) organizations and alliances. Some assessments available in Spanish. Recently updated to include racial justice practice and principles.</p> <p>See full description and related capacity building tools at: https://myhealthyorganization.roadmapconsulting.org/</p> <p>Other assessment tools also available.</p>	<p>Participants learn key elements of organizational effectiveness. Through auto-generated results (and confidential narrative comments) client and consultant gain understanding of organizational strengths, challenges, areas of dissonance, facilitating priority setting and transparency.</p>		<p>MHO self-guided survey, \$400 MHO plus customized Action Plan, \$2000</p> <p>See pricing options: http://myhealthyorganization.roadmapconsulting.org/packages-mho/</p> <p>OHA facilitated assessment and analysis, \$2500-4000 Tailored packages: ourhealthyalliance.roadmapconsulting.org/packages-oha</p>
 <p>Weathering the Storms: Protecting Against Opposition Attacks (WTS)</p> <p>Rapid Response during a political attack.</p>	<p>Our flagship program uses webinars, in-person trainings and virtual training cohorts, customized Technical Assistance (TA), and in-person regional "roadshows". We address Crisis Preparedness and Response, including "Getting and Keeping your House in Order" checklist/risk assessment; creation of Crisis Management Team and Plan; Crisis Communications; Digital and Data Security; as well as Community and Organizational Security and Safety.</p> <p>See description of our WTS work: https://roadmapconsulting.org/consulting-services/wts-public/</p>	<p>Greater awareness of risks, sample attacks, key preparedness strategies, implementation of best practices and planning to shift habits and behaviors</p> <p>Rapid Response helps organizations navigate a crisis and prepares organizations and their people to deal with stress, uncertainty, and potential missteps.</p>	<p>12-20 hours per org. for the core package, plus additional hours for deeper dive into more topics.</p>	<p>Costs vary. Please contact us for more information.</p> <p>Range of \$2500-\$7,500 per organization.</p> <p>See the WTS Menu of Services: https://roadmapconsulting.org/wp-content/uploads/2017/04/Weathering-the-Storms-Packages-041117.pdf</p>

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 Beacon Project	<p>Intensive leadership and organizational development program designed to build a cadre of staff leaders as “Beacons” -- internal change agents and catalysts for organizational resiliency, health and effectiveness.</p> <p>roadmapconsulting.org/beacon-project</p>	<p>Beacons will develop skills, confidence, leadership and capacity to monitor and manage organizational issues. Transfer of skills and knowledge will sustain organizations in the long run rather than relying on ad hoc or crisis-oriented external support.</p>	<p>18 month program including two in person retreats, MHO and 360 Leadership Assessment, coaching, webinars, and support facilitating an organizational change initiative.</p>	<p>Approximately \$350,000 for 15 organizations</p> <p>Average \$23,000 per group for holistic support to the Beacon Fellow and the organizational change initiative.</p> <p>(Currently in pilot year)</p>
Racial Justice Action Team (RJAT)	<p>The RJAT is a capacity building initiative focused on RoadMap network members that embeds an explicitly anti-racist lens, approach and skills into all of our services and offerings.</p> <p>In 2017/2018 RoadMap significantly increased our intention, analysis, commitment and resources to ensure that RJAT principles and strategies are fully embedded and applied throughout the network.</p> <p>roadmapconsulting.org/consulting-services/racial-justice-action-team/</p>	<p>Confidence, Courage, and Collective Capacity: All RoadMap network members will be able to practice through a racial justice lens in our work to support social movements; RoadMap’s Statement of Commitment to RJ also guides our internal operations and practices.</p>		<p>We aim to raise \$100,000 this year to support training and skill building, resource creation, strategy setting, needs assessment, and client-targeted services.</p>
Webinars + plus optional customized TA	<p>Webinars on topics such as:</p> <ul style="list-style-type: none"> • Leadership Transition • Crisis Management (and related topics, see WTS) • C3-C4 Organizations • Financial Management • Strategic Communications • Grassroots Fundraising • Resilience and Self Care • Supervision Practices • Respect in the Workplace: Addressing sexual harassment 	<p>Content-rich, engaging webinars, plus companion resources.</p> <p>Presented by RoadMap experts and client partners to enhance the awareness and practices of social justice leaders and organizations.</p>	<p>One or Two 90 minute-sessions depending on the topic</p>	<p>Most RoadMap Webinars are offered for free or low-cost (\$50 per person).</p> <p>“Webinar Plus TA” packages include customized follow up consultation (\$2,500-\$5,000 per organization)</p> <p>Creation of new content for specific needs (varies \$9,000-\$15,000)</p>
Training, tool development and field building	<p>Tools, trainings, publications to support the social justice field</p> <p>Examples include: National Social Justice Salary and Benefits Survey.</p> <p>Shifting Power From the Inside Out, Lessons on Becoming Member-Led from Mujeres Unidas y Activas (coming soon to our website).</p> <p>roadmapconsulting.org/resources</p>	<p>Tools and practices specifically aimed at strengthening social justice organizations with content aligned with their particular mission, vision, values and current political context.</p>		<p>Based on per project costs.</p>