

Request for Qualifications (RFQ)

School Turnaround and Sustainability Consultant (Contract Position)

South Central Conference of Seventh-day Adventists

The South Central Conference of Seventh-day Adventists (SCC) is seeking an experienced educational and organizational consultant to provide strategic leadership and support to designated priority schools throughout the Conference territory. This is an independent contractor engagement designed to assist schools in achieving sustainable growth, improved enrollment, stronger governance, operational effectiveness, and long-term financial viability.

The Consultant will work collaboratively with Conference leadership, school administrators, school boards, churches, and community stakeholders to develop and implement comprehensive school transformation initiatives.

Contract Overview

- **Position Type:** Independent Contractor
- **Contract Term:** Multi-year
- **Reports To:** President, South Central Conference of Seventh-day Adventists

Scope of Work

The Consultant will provide professional consulting services in the following areas:

School Transformation

- Conduct comprehensive assessments of designated schools.
- Develop and implement school transformation strategies.
- Establish measurable goals and performance benchmarks.
- Monitor progress and provide recommendations for continuous improvement.

Leadership Development

- Coach and mentor principals, school board chairs, and school board members.
- Facilitate strategic planning and leadership development initiatives.
- Strengthen accountability structures and governance practices.

Enrollment Growth and Advancement

- Assist schools in developing enrollment growth and retention strategies.
- Support marketing, branding, and community engagement efforts.
- Identify innovative educational opportunities that support school growth.

Financial Sustainability

- Develop long-term sustainability plans for assigned schools.
- Identify grant opportunities, fundraising initiatives, sponsorships, and donor relationships.
- Recommend operational efficiencies and resource optimization strategies.

Partnerships and Community Engagement

- Build strategic partnerships with churches, businesses, educational institutions, and community organizations.
- Facilitate collaborative initiatives that strengthen school sustainability and visibility.

Governance and Accountability

- Provide governance training and consultation to school boards.
- Develop reporting systems and accountability measures.
- Monitor progress toward approved goals and objectives.

Required Deliverables

The Consultant will be expected to develop and maintain:

- School Transformation Implementation Plans
- Strategic Growth Plans
- Enrollment and Retention Tracking Systems
- School Transformation Dashboards
- Shared Services and Operational Efficiency Plans
- Unified Marketing and Advancement Plans
- Grant, Partnership, and Facilities Tracking Systems
- Annual Sustainability and Transformation Reports

Minimum Qualifications

Required

- Master's degree in Education, Educational Leadership, Business Administration, Organizational Leadership, Nonprofit Management, or a related field.
- Minimum five (5) years of leadership experience in education, organizational development, nonprofit administration, business management, or related fields.
- Demonstrated experience leading organizational improvement, strategic planning, school improvement, institutional advancement, or transformation initiatives.
- Strong facilitation, coaching, project management, and communication skills.

- Ability to work independently while managing multiple projects and stakeholders.

Preferred

- Doctoral degree in Education, Leadership, Business, or a related discipline.
- Experience working with faith-based educational institutions.
- Experience in enrollment management, fundraising, grant writing, or educational consulting.
- Knowledge of Seventh-day Adventist education and governance structures.

Performance Expectations

Performance will be evaluated based on measurable outcomes, including:

- Leadership capacity development
- Enrollment growth and retention improvement
- Expansion of shared services and collaborative support systems
- Increased funding, grant, and partnership opportunities
- Improved facility planning and utilization
- Strengthened governance practices
- Achievement of approved transformation and sustainability goals
- Timely completion of required deliverables

Proposal Submission Requirements

Interested consultants should submit:

1. Letter of Interest
2. Resume or Curriculum Vitae
3. Description of relevant consulting experience
4. Three professional references
5. Proposed consulting fee structure

Submission Information

Applications and proposals should be submitted to:

South Central Conference of Seventh-day Adventists

President@scc-sda.org

Applications process will close on June 19, 2026 at 5:00pm central time

Independent Contractor Notice

This engagement is for professional consulting services and does not create an employer-employee relationship. The selected Consultant will be responsible for all applicable taxes, insurance, licenses, and other obligations associated with independent contractor status.