CENTRAL COUNCIL OF THE TLINGIT & HAIDA INDIAN TRIBES OF ALASKA

REQUEST FOR PROPOSALS (RFP)

#26002

Southeast Alaska Indigenous Stewardship Initiatives

Development of an Indigenous Stewardship Framework, Co-Stewardship and Tribal Strategies

Issuing Organization	Central Council of the Tlingit & Haida Indian Tribes of Alaska
RFP Issue Date	October 22, 2026
Deadline for Questions	October 30, 2026, 4:30 PM Alaska Time
Proposal Due Date	November 6, 2026, 4:30 PM Alaska Time
Anticipated Project Start	As early as December 2026
Total Year 1 Budget	$80,000 firm not-to-exceed, inclusive of travel and related expenses

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1. Introduction

Collaborative stewardship, between Tribal and state/federal partners, encompasses a variety of initiatives and legal arrangements that share decision-making power, authority, and responsibility by co-designing and co-implementing shared goals for policy creation, conservation, and long-term stewardship of lands and waters.

Tlingit & Haida is soliciting proposals from qualified consultants or firms to support the development and implementation of broader Indigenous Stewardship initiatives. This work is intended to strengthen Tribal-federal co-stewardship, advance climate resilience, and support Indigenous self-governance across Southeast Alaska. It responds to the urgent need to transition from fragmented resource management approaches toward a holistic, Indigenous-led stewardship framework that recognizes the interconnectedness of lands, waters, species, and cultural lifeways. Existing governance systems often fail to adequately account for cumulative impacts to subsistence resources, culturally important species, and Tribal sovereignty. In response, this project will advance a coordinated, place-based stewardship model in which Tlingit & Haida serve as co-equal leaders in shaping natural resource management, climate resilience strategies, and long-term stewardship outcomes.

Central to this effort is the development of a comprehensive Indigenous Stewardship Strategy that serves as the unifying framework for stewardship activities in the region. This strategy will integrate lands, waters, and species into a cohesive, place-based approach grounded in Indigenous Knowledge, community priorities, and long-term resilience. Within this framework, co-stewardship, fisheries and forestry are elevated as core sub-strategies: co-stewardship will define governance structures and pathways for shared decision-making with federal and state partners, while the Southeast Tribal Ocean & Fisheries Strategy will operationalize stewardship priorities for fisheries and marine ecosystems, including subsistence protection, habitat stewardship, and climate adaptation. Together, these components ensure that stewardship is both strategically governed and effectively implemented, advancing Tribal self-determination, ecosystem health, and cultural continuity for future generations.

This planning initiative and subsequent deliverables will inform foundational understandings by; 1) building the scaffolding of Indigenous stewardship in the region by revitalizing traditional forms of stewardship, and 2) create consensus-informed definitions and regional vision and goals of tribally-led stewardship. To support these efforts, and to move beyond standard norms and practices of co-management, the planning process will:

- Examine the spectrum of Indigenous stewardship or co-stewardship mechanisms and decision-making processes, and include assessment or input by active tribal leaders, youth, Elders, and participants of their effectiveness in practice.
- Explore the durability of collaborative governance and management, and to draw attention to where these systems could be strengthened.

2. Project Purpose and Objectives

The purpose of this work is to develop and implement a comprehensive Indigenous Stewardship Strategy that aligns Tribal governance, Indigenous Knowledge systems, and partners into a unified stewardship approach. The purpose of this RFP is to secure professional services that will:

- Ensure existing stewardship and co-stewardship programs are aligned with Tribal governance priorities and a holistic, Indigenous stewardship framework that integrates lands, waters, and cultural lifeways
- Finalize and initiate implementation of a holistic Co-Stewardship Strategic Plan that advances toward Tribal co-management authority and long-term ecosystem stewardship outcomes
- Engage Tribal communities and regional partners in management planning

- Develop a comprehensive Southeast Tribal Ocean & Fisheries Strategy and Forest Strategy grounded in Indigenous Knowledge, western science, and principles of Indigenous data sovereignty
- Build internal capacity to sustain Indigenous-led stewardship, governance, and community-based monitoring systems, and co-stewardship through professional development and culturally grounded communications

3. Procurement Schedule and Submission Requirements

The following schedule outlines the anticipated procurement process. Dates are subject to change by T&H through written notice or addendum.

Event	Anticipated Date
RFP Issued	October 22, 2026
Deadline for Written Questions	October 30, 2026
Responses to Questions / Addendum	November 4, 2026
Proposals Due	November 6, 2026, 4:30 PM Alaska Time
Proposal Evaluation Completion Date	November 19, 2026
Anticipated Notice of Selection	November 20, 2026
Contract Negotiation/Execution	Target: completed in time for early December 2026 pre-planning
Anticipated Kickoff	Early December 2026

3.1 Submission Method

Proposals must be submitted electronically in PDF format to contracts@tlingitandhaida.gov. Proposals must be received no later than the deadline stated above.

3.2 Questions and Communications

All questions regarding this RFP must be submitted in writing to the procurement contact identified in Section 14 by the deadline shown above. Proposers should not rely on oral interpretations or instructions. T&H may issue written responses, clarifications, or addenda and distribute material information to prospective proposers.

3.3 Proprietary Information

Proposers who believe information submitted to T&H contains proprietary information must clearly mark the cover page and each page containing protected information with the phrase “PROPRIETARY INFORMATION.” Proposal and source-selection information will be handled in accordance with T&H procurement policy and applicable law.

4. Standard Terms and Conditions

- T&H reserves the right to cancel this solicitation when cancellation is in T&H's best interest.
- T&H reserves the right to reject any or all proposals and to negotiate scope and budget with the selected contractor(s).
- T&H may waive minor administrative irregularities and request clarification of proposal contents.
- This RFP does not commit T&H to award a contract. Selection does not authorize a proposer to begin work.
- T&H will not reimburse proposers for costs incurred in preparing or submitting proposals.
- No costs incurred before execution of a written agreement are the responsibility of T&H unless expressly authorized in writing.
- T&H may incorporate this RFP, the selected proposal, negotiated clarifications, and applicable federal award requirements into the resulting agreement.
- Proposers are responsible for errors or omissions in their proposals.

- Actual or apparent conflicts of interest must be disclosed and will be addressed in accordance with T&H policy.
- Subcontracting is permitted. The selected contractor shall identify and obtain T&H approval for proposed subcontractors and shall remain responsible for all work performed under the agreement, including work performed by subcontractors. Subcontractors shall be required to comply with applicable contractual requirements, including confidentiality, intellectual property, Indigenous Knowledge, Tribal data, and publicity restrictions.

5. Scope of Work

A. Indigenous Stewardship Strategy

The Indigenous Stewardship Strategy will serve as the foundational framework guiding all co-stewardship and ocean and fisheries-related efforts. The contractor(s) will:

- Develop a comprehensive, holistic Indigenous Stewardship Strategy that integrates marine, freshwater, and terrestrial ecosystems into a unified stewardship framework
- Define a regional vision, principles, and values grounded in Indigenous Knowledge, cultural lifeways, and Tribal sovereignty
- Establish a framework for aligning governance, stewardship practices, and partner engagement across agencies and jurisdictions
- Identify and map interconnections between lands, waters, species, and subsistence systems, including cumulative impact considerations
- Develop implementation pathways that clearly link the overarching strategy to sub-strategies (co-stewardship and ocean/fisheries)
- Incorporate Indigenous data sovereignty principles, including protocols for knowledge protection, access, and use
- Design a structure for long-term stewardship coordination, monitoring, and adaptive management
- Produce a final Indigenous Stewardship Strategy document suitable for policy adoption, partner engagement, and funding alignment and sustainability

B. Co-Stewardship Initiatives (Governance Sub-Strategy)

Work under this section should advance a holistic co-stewardship model that moves beyond program coordination to establish integrated, cross-ecosystem stewardship systems led by Tlingit & Haida in partnership with federal and state agencies. The selected contractor(s) will work with the Co-Stewardship team to:

- Complete an operational review of existing programs to ensure alignment with long-term Indigenous stewardship goals, co-management authorities, and cross-ecosystem integration
- Finalize the initial draft of the Co-Stewardship Strategic Plan
- Support early implementation of the strategic plan in collaboration with federal and state partners
- Facilitate and document quarterly evaluation sessions to incorporate community feedback, Indigenous Knowledge, and adaptive stewardship practices to refine the strategic plan
- Provide professional development opportunities to key staff to support the improved co-stewardship model

C. Southeast Tribal Ocean & Fisheries Strategy (Implementation Sub-Strategy)

The Southeast Tribal Ocean & Fisheries Strategy must reflect a holistic, ecosystem-based stewardship approach that connects fisheries management to broader land, water, and climate systems, and centers subsistence, cultural continuity, and Tribal sovereignty as core outcomes. The contractor(s) will:

- Assess Tribal priorities related to Southeast fisheries and climate change impacts
- Collaborate with community and regional partners to develop integrated climate adaptation and resilience strategies that sustain fisheries, habitats, subsistence, and traditional and customary lifeways
- Lead internal and external engagement processes to gather regional vision, priorities, and existing fisheries data
- Co-produce a strategy that equally values western science and Indigenous Knowledge systems in a manner that respects Indigenous data sovereignty, cultural protocols, and Tribal authority over knowledge use
- Develop a Southeast Tribal Ocean Fisheries Strategy that includes a holistic regional vision grounded in Indigenous stewardship values:
    - Regional vision
    - Strategic priorities
    - Goals and objectives
    - Metrics for success that reflect ecosystem health, subsistence access, and community well-being
- Work with partners to develop strategies for:
    - Regional community-based monitoring systems that support Tribal data governance and decision-making authority
    - Data collection and management aligned with Indigenous data sovereignty principles
    - Nature-based solutions that address cumulative climate impacts across interconnected ecosystems

D. Southeast Tribal Forest Strategy (Implementation Sub-Strategy)

The Southeast Tribal Forest Strategy should reflect a holistic, ecosystem-based approach to forest stewardship that recognizes the interconnectedness of forests, watersheds, climate, communities, and cultural resources and fit into the broader governance and co-stewardship ecosystem proposed throughout. The strategy should center Tlingit & Haida sovereignty, Indigenous stewardship, cultural continuity, subsistence, and community well-being as core outcomes of forest policy and stewardship. The contractor(s) will:

- Assess Tlingit & Haida priorities related to forests, forest management/stewardship, climate change, and natural resource policy in homeland forests.
- Lead internal and external engagement processes to gather Tribal perspectives, community priorities, existing research, Indigenous Knowledge, and relevant forest data.
- Collaborate with Tribal communities, regional partners, agencies, researchers, and other stakeholders to develop integrated strategies for forest resilience, climate adaptation, sustainable forest management, culturally aligned forest-based economic development, and cultural resource protection.
- Develop a Southeast Tribal Forest Policy & Research Strategy that establishes a holistic regional vision grounded in Tlingit & Haida stewardship values, including:
    - Regional vision and guiding principles
    - Strategic forest policy and research priorities
    - Goals, objectives, and priority actions
    - Research and policy agenda

Work with partners to develop strategies for:

- Tribal and community-based forest monitoring that supports Tribal data governance and decision-making authority

- Research and data collection systems aligned with Indigenous data sovereignty principles (cross-walked with Ocean & Fisheries)
- Climate adaptation and nature-based solutions that address cumulative impacts across homeland forests.
- Sustainable forest economies and opportunities for Tribal workforce development, entrepreneurship, and community investment
- Establish a framework for ongoing research, policy monitoring, partnership development, and strategy implementation so that the department can respond effectively to emerging forest and climate issues over time.

E. Communications, Storytelling, and Design

In addition to desk-top exercises, research, and engagement on planning and strategizing, a large element of project work will be dedicated to storytelling and dissemination of the process and subsequent deliverables. Utilizing a culturally-grounded approach and visual communications, the contractor(s) will support:

- Production and release of comprehensive educational videos by the end of Month 12, covering:
    - Alaska Youth Stewards
    - Traditional food security
    - Ocean/Fisheries advocacy
- Development of a call-to-action video from tribal leadership to Southeast communities, highlighting the project, climate change impacts, and regional resiliency
- Graphic design and translation services to ensure all products and related social media and strategies are visually compelling and grounded in traditional languages and culture
- Coordination of digital storytelling efforts, including Elder participation and translation support.

6. Deliverables

Expected deliverables include:

- Operational review summary and recommendations
- Final Indigenous Stewardship Strategy (Overarching Framework Document)
- Final Co-Stewardship Strategic Plan
- Completed Southeast Tribal Ocean & Fisheries Strategy & Forest Strategy
- Educational videos and digital assets
- Documentation from quarterly evaluation sessions
- Regional survey instrument, results, and summary report
- One call-to-action video
- Professional development materials and/or workshops for staff to ensure plan and strategy implementation

7. Project Timeline

Project Period: 12 months, with an anticipated start in December 2026.

Key milestones include:

- Early project period: operational review, survey development, engagement planning

- Mid-project period: regional engagement, data gathering, strategy drafting, video production and storytelling efforts
- End of project period: final strategy completion, release of videos, and implementation support

8. Budget

Total Budget: $80,000 firm not-to-exceed.

Anticipated budget allocation:

- Strategic planning services; background research and scoping exercises
- Engagement, facilitation, graphic design, and translation services for creation of strategy materials
- Video and storytelling asset production

Proposals must include a detailed budget and budget narrative aligned with these categories.

The $80,000 firm not-to-exceed amount is inclusive of travel and related expenses.

9. Proposer Qualifications

Proposers should demonstrate:

- Experience working with Tribal governments and Indigenous communities, especially in Southeast Alaska
- Expertise in co-stewardship, co-management, federal and state agencies, fisheries, climate resilience, or natural resource planning
- Ability to utilize a Two-Eyed Seeing approach (Traditional Knowledge and western science)
- Strong community engagement and facilitation skills
- Experience with culturally grounded communications, design, or multimedia

10. Proposal Requirements

Proposals should include:

1. Cover letter
2. Organizational background and qualifications
3. Description of proposed approach and work plan
4. Project timeline and deliverables
5. Detailed budget and budget narrative
6. Examples of relevant past work
7. References
8. Identification of any proposed subcontractors, including their qualifications, the services they will perform, and associated costs, if applicable.

11. Evaluation Criteria

This work will establish a durable pathway for self-determined stewardship, climate resilience, and intergenerational knowledge transmission, ensuring that Southeast Alaska lands and waters are managed in accordance with Tribal values for generations to come. Proposals will be evaluated based on:

Evaluation Criterion	Considerations	Points
1. Indigenous Stewardship Framework & Vision	• Ability to produce a holistic, Indigenous-led framework integrating lands, waters, species, and lifeways • Centers Tribal sovereignty, subsistence, and Indigenous Knowledge • Clearly positions co-stewardship and ocean/fisheries as sub-strategies • Addresses cumulative impacts, climate resilience, and intergenerational stewardship	25
2. Co-Stewardship Governance Approach	• Demonstrates co-equal Tribal-federal/state decision-making • Defines governance structure, roles, and accountability • Moves beyond consultation to co-management implementation	15
3. Fisheries/ Forest Strategy & Implementation Strength	• Integrates subsistence, habitat, and key species (salmon, herring, cultural trees, etc.) • Connects ocean/fisheries and forestry to broader ecosystem stewardship • Includes monitoring, adaptation, and long-term sustainability	15
4. Indigenous Knowledge & Data Sovereignty	• Incorporates Indigenous Knowledge with clear protections • Applies Indigenous data sovereignty principles (e.g., CARE) • Includes Tribal data governance and community-based monitoring	10
5. Community Engagement & Tribal Capacity Building	• Meaningful engagement with Tribal leaders, Elders, and youth • Builds long-term stewardship workforce capacity • Uses culturally grounded engagement methods	10
6. Technical Approach, Work Plan & Feasibility	• Clear, detailed, and realistic work plan • Strong linkage: strategy, sub-strategies, implementation • Feasible within timeline and budget	10
7. Team Qualifications & Regional Experience	• Experience with Tribal governments and Southeast Alaska context • Expertise in stewardship, fisheries, climate, and co-management • Expertise and experience in video production, storytelling and culturally-responsive communication	10
8. Budget & Cost Effectiveness	• Clear, justified, and aligned with scope • Demonstrates efficient use of funds	5

Total possible score: 100 points.

12. Federal Funding and Compliance Requirements

This project is funded in part through a federal award from the National Oceanic and Atmospheric Administration (NOAA). The selected contractor will be required to comply with applicable federal laws,

regulations, award terms, and contract provisions, including applicable requirements of 2 CFR Part 200 and applicable contract provisions for non-Federal entity contracts under Federal awards.

T&H will verify the selected contractor's suspension and debarment status through the System for Award Management (SAM.gov) before award.

12.1 NOAA/DOC Funding Requirements

A portion of this project is funded under a National Oceanic and Atmospheric Administration (NOAA), U.S. Department of Commerce (DOC), cooperative agreement. A copy of NOAA funding requirements will be provided to the selected contractor, who is responsible for reviewing and complying with applicable grant requirements as communicated by Tlingit & Haida. The selected contractor shall comply with all federal laws, regulations, award terms, and contract provisions applicable to the contracted work, including applicable requirements of 2 CFR Part 200. Applicable federal requirements will be incorporated into the resulting agreement.

12.2 NOAA Outreach and Communications

The selected contractor shall coordinate with Tlingit & Haida regarding project-related outreach, communications, videos, photographs, digital media, and other public-facing materials. Materials containing the NOAA logo or quotations from NOAA personnel shall not be publicly released until the required NOAA review has been completed. The contractor shall provide Tlingit & Haida with final outreach and communications materials as necessary to satisfy applicable NOAA reporting requirements.

12.3 Funding Acknowledgment

Where applicable and as directed by Tlingit & Haida, project-related public communications and outreach materials shall acknowledge NOAA funding and other project contributors in accordance with applicable award requirements.

12.4 Mellon Foundation Funding Requirements

A portion of this project is funded by the Andrew W. Mellon Foundation. A copy of Mellon Foundation funding requirements will be provided to the selected contractor. The selected contractor shall review and comply with applicable grant requirements communicated by Tlingit & Haida and shall provide Tlingit & Haida with all rights, permissions, releases, and documentation necessary for Tlingit & Haida to use project work products and documentation in accordance with the Mellon Foundation grant requirements. The selected contractor shall comply with all federal laws, regulations, award terms, and contract provisions applicable to the contracted work.

12.5 Mellon Acknowledgment and Communications

Where acknowledgment of Mellon Foundation support is required or appropriate, the selected contractor shall coordinate with Tlingit & Haida regarding the form and content of the acknowledgment. Project-related press releases, media announcements, newsletter articles, website content, or other materials recognizing Mellon Foundation support shall not be publicly released until any required Tlingit & Haida and Mellon Foundation review and approval has been completed.

13. Intellectual Property, Indigenous Knowledge, Data Rights and Publicity

13.1 Project Work Product

T&H shall own the project-specific deliverables and work product created under the resulting agreement with the selected contractor, including reports, strategies, plans, research products, survey instruments and compilations, graphics, designs, videos, recordings, photographs, written materials, training materials, and other deliverables specifically created for this project. Final ownership, copyright assignment, licensing, and work-made-for-hire language will be established in the resulting agreement.

13.2 Indigenous Knowledge and Tribal Data

Indigenous Knowledge, cultural knowledge, traditional knowledge, Tribal information, community-provided information, and Tribal data do not become the property of the contractor merely because the contractor collects, records, organizes, translates, analyzes, or incorporates such information into a deliverable. The selected contractor will be required to comply with T&H-approved protocols concerning knowledge protection, access, use, storage, disclosure, and Indigenous data sovereignty.

13.3 Publicity, Marketing, and Promotional Use

The selected contractor shall not use T&H's name, logo, project materials, project-specific work product, photographs, video or audio recordings, Indigenous Knowledge, Tribal data, cultural materials, or information obtained through the project for advertising, marketing, portfolios, case studies, social media, publications, conference presentations, sales materials, or other promotional purposes without T&H's prior written approval.

13.4 Acceptance of Requirements; Conditions of Award

By submitting a proposal in response to this RFP, each proposer acknowledges and agrees to the requirements set forth in Sections 13.1 through 13.3 and acknowledges that such requirements are material conditions of any resulting award and agreement. Any proposed exception, limitation, or modification to these requirements must be expressly identified in the proposal and is subject to T&H's sole discretion to accept or reject. T&H retains sole discretion to determine whether the ownership, licensing, confidentiality, data protection, and other intellectual property provisions proposed for the resulting agreement adequately protect T&H's interests. T&H reserves the right to reject any proposal that does not fully comply with these requirements, to decline to award a contract, or to withdraw a proposed award if the selected contractor fails or refuses to execute an agreement incorporating terms satisfactory to T&H that implement these requirements. No award or selection shall obligate T&H to enter into an agreement or constitute a waiver of any requirement unless expressly agreed to in writing by an authorized representative of T&H.

13.5 Coordination with Tlingit & Haida Communications

The selected contractor will work in close collaboration with Tlingit & Haida Communications on the development of all public-facing communications, outreach, marketing, digital, video, graphic design, social media, and storytelling materials associated with the project. The contractor will coordinate with Tlingit & Haida Communications throughout planning, development, review, and finalization to ensure materials are consistent with Tlingit & Haida's communications strategies, brand standards, messaging, cultural protocols, and organizational priorities.

Tlingit & Haida Communications will provide appropriate review and approval of public-facing materials prior to publication, distribution, release, or other external use. The selected contractor shall not independently publish, distribute, post, release, or otherwise publicly disseminate project-related communications materials without prior written approval from Tlingit & Haida's designated representative.

14. Reservation of Rights

T&H reserves the right, in its sole discretion and subject to applicable law and T&H procurement policies, to:

(a) Reject any or all proposals, in whole or in part, for any reason determined to be in T&H's best interests;

(b) Waive minor informalities, irregularities, or technical deficiencies in any proposal;

(c) Request additional information, clarification, or revisions from any proposer;

(d) Negotiate the scope of work, pricing, and other terms and conditions with one or more proposers, without any obligation to negotiate with all proposers;

(e) Select the proposal determined to be in T&H's best interests, which need not be the lowest-priced proposal;

(f) Amend, suspend, or cancel this RFP at any time, or decline to make an award; and

(g) Withdraw or cancel any proposed award before execution of a final written agreement.

Issuance of this RFP, receipt or evaluation of proposals, selection of a proposer, or announcement of an award shall not obligate T&H to enter into an agreement or reimburse any costs incurred by a proposer in connection with the procurement process. No contractual obligation shall arise unless and until a final written agreement has been approved and executed by T&H's duly authorized representative.

Nothing in this RFP, including any action taken by T&H in connection with the procurement process, constitutes or shall be construed as a waiver of T&H's sovereign immunity, which is expressly reserved.

15. Contact Information

For questions regarding this RFP, please contact:

T&H Procurement & Contracts
Diane Tigges – Contract Manager
dtigges@tlingitandhaida.gov
907-463-8037

Technical questions submitted through the procurement process may be referred internally to:

Ralph Wolfe
Director, Indigenous Stewardship Programs Division

RFP Questions & Answers

1. The cover page lists a "Total Year 1 Budget" of $80,000. Does Tlingit & Haida anticipate funding for this initiative beyond Year 1?

This initiative is supported by grant funding that Tlingit & Haida anticipates spending down by December 2027, with the potential for a brief 1–3 month extension into 2028, subject to grant requirements and approval. Proposers should not assume that additional funding will be available beyond the stated $80,000 award or current project period. Any continuation, expansion, or subsequent phase would be contingent upon future funding, organizational priorities, and applicable procurement requirements.

2. Section 7 calls for final strategy completion within the 12-month project period. May proposers instead submit a phased approach, with Year 1 deliverables completed within the $80,000 and remaining deliverables (for example, final Ocean & Fisheries and Forest strategies) scheduled for a subsequent year contingent on funding?

Proposers may propose a phased approach within the 12-month project period, including prioritization and sequencing of deliverables. However, the RFP anticipates completion of the identified strategies and deliverables within the project period. Proposals that demonstrate the capacity to complete the full scope within the available $80,000 budget and 12-month timeline may rank higher under the Technical Approach, Work Plan & Feasibility criterion. Tlingit & Haida does not guarantee funding for a subsequent phase; therefore, proposals should clearly identify any proposed scope limitations, assumptions, or deliverables that would remain incomplete at the end of the initial project period.

3. Will T&H accept proposals that address only part of the Scope of Work, specifically Sections 5.A through 5.D, excluding the video, storytelling, and communications work in Section 5.E (other than graphic design of the strategy documents themselves)? If so, how will partial-scope proposals be evaluated, particularly under Criterion 7, which includes video production expertise?

We will review all proposals received. Proposals that can deliver on the entire scope of deliverables, including the communications support and storytelling components, may be ranked higher than proposals who have limited capacity to produce a comprehensive package of strategic planning outcomes. Our wish is that the strategies, design and the narrative about these products, including key messaging and visual dissemination to

both internal and external audiences and funders, are high-level priorities. Proposers that do not maintain all required expertise internally may identify qualified subcontractors or partners to provide specialized communications, design, video, translation, or other services. Any proposed subcontracting arrangement should be clearly described in the proposal, including roles, qualifications, costs, and responsibility for integration of the work.

4. Does T&H anticipate awarding more than one contract under this RFP? If so, how would the $80,000 be allocated across contracts?

Tlingit & Haida anticipates making one primary contract award of up to $80,000. The selected contractor may propose subcontractors to provide specialized components of the Scope of Work, subject to Tlingit & Haida approval and applicable federal and contractual requirements. The prime contractor will remain responsible for management, coordination, compliance, budget oversight, and satisfactory completion of all deliverables, including work performed by subcontractors.

Existing work and resources

6. What is the current status of the initial draft Co-Stewardship Strategic Plan that the contractor is to finalize?

Despite the reference in Section 5.B to "finalize the initial draft," there is not currently a completed draft Co-Stewardship Strategic Plan that will be provided to the contractor. The selected contractor should anticipate developing this component from existing Tribal policies, governance documents, program information, staff input, and other relevant materials identified during project scoping. Tlingit & Haida will work with the selected contractor to identify available source materials at kickoff.

7. What existing materials will be available at kickoff, such as prior surveys, engagement records, fisheries or forest data, or program documentation for the operational review?

The Tlingit & Haida project team will collaborate with the successful contractor to undertake scoping exercises and desktop research to pull relevant data or information that may be helpful in completing the Scope of Work. Tlingit & Haida does not anticipate that the contractor will independently generate comprehensive new fisheries, forestry, or environmental datasets as part of this scope. Rather, the contractor should synthesize available information, identify gaps, facilitate priority-setting, and work with Tlingit & Haida staff to determine what existing Tribal, agency, partner, and publicly available information is appropriate for use.

8. Section 5.B calls for the contractor to "support early implementation of the strategic plan." What activities, level of effort, and partner coordination does T&H anticipate this support to include?

Tlingit & Haida anticipates early implementation support to focus primarily on creating actionable tools and sustainability systems that allow staff to carry the strategies forward after the contract period. Examples may include implementation roadmaps, theories of change, priority actions, timelines, responsible parties, partnership pathways, metrics, benchmarks, funding alignment, monitoring frameworks, and impact-tracking tools.

9. How many communities does T&H expect to receive in-person engagement, and will T&H staff lead or support engagement logistics?

Tlingit & Haida is not prescribing a minimum number of communities requiring stand-alone in-person visits. Proposers should recommend an engagement model that achieves meaningful regional representation while remaining feasible within the project budget and timeline. This may include a combination of virtual engagement, surveys, targeted interviews/focus groups, and in-person engagement incorporated into existing Tlingit & Haida regional forums or gatherings planned for 2027. Tlingit & Haida staff can assist with identifying participants and coordinating logistics. Proposers should clearly state their assumptions regarding travel and number/type of engagement activities in their budget and work plan.

10. Are Elder honoraria, translator fees, and meeting costs (venue, food) expected to be paid from the $80,000, or covered separately by T&H?

These costs have been included in the $80,000 total, however, depending on contractor availability and scheduling, there may be an opportunity to include strategic planning in planned forums for 2027, thereby reducing meeting costs of in-person meetings. Proposers should therefore include anticipated engagement-related costs in their proposed budget and clearly identify assumptions regarding honoraria, translation/interpretation, travel, venues, food, and other meeting expenses. Tlingit & Haida may be able to reduce certain costs by integrating engagement into existing 2027 forums or activities, but proposers should not assume such cost-sharing unless specifically identified in their proposal and subsequently agreed upon by Tlingit & Haida.

11. Are the quarterly evaluation sessions expected to be in person or virtual, and who are the anticipated participants?

Evaluation sessions may be conducted virtually. Anticipated participants include core Indigenous Stewardship Programs leadership and staff overseeing key program areas, with additional staff, partners, or community representatives included as appropriate. The contractor should anticipate facilitating approximately four sessions during the project period and documenting key findings, decisions, progress, challenges, and recommended adaptations. These sessions are intended to function as adaptive-management checkpoints rather than formal third-party program evaluations.

12. Regarding Section E, Communications, Storytelling, and Design, will the selected contractor coordinate with existing staff, departments, or contracted providers for video production, graphic design, and traditional language translation, or is the contractor expected to provide these capabilities directly or through subcontractors? Please clarify which resources will be available and which services should be included in the proposed scope.

The selected contractor will coordinate closely with Tlingit & Haida staff, including Indigenous Stewardship Programs and Tlingit & Haida Communications, throughout development, review, and approval of communications products. Proposers should demonstrate the ability to provide or subcontract the services identified in Section 5.E and include anticipated costs within the proposed budget. Tlingit & Haida may provide existing materials, identify participants and cultural resources, and coordinate opportunities with planned Tribal activities (i.e. language integration/services), and the specific level of effort and format of these products may be refined with the selected contractor during project scoping based on available resources, priorities, and budget.

We recognize the breadth of the scope and welcome proposals that demonstrate efficient integration of engagement, strategy development, communications, and existing activities.

13. Would T&H consider a model in which Tlingit & Haida Communications produces the educational videos, call-to-action video, and related digital assets, with the contractor providing the messaging framework, story outlines, and talking points drawn from the strategy process? If so, would proposals using this model be evaluated as addressing the communications components of the Scope of Work?

We will consider and evaluate the proposed model that works with Tlingit & Haida Communications.