



Request for Proposals: Board Governance Consultant

About Family Connects International

Family Connects International (FCI) launched as an independent non-profit organization in 2022, after developing as a community-based intervention at Duke University's Center for Child and Family Policy. FCI oversees the implementation of the evidence-based Family Connects Model in over 94 communities in 21 U.S. states and growing.

The Family Connects Model is a proven, highly effective evidence-based intervention that delivers population-level results by connecting all families to preventive community-based services at a crucial moment of transition in the life of a family: the arrival of a newborn. The Model achieves profound results by offering services universally to every birthing family in the community, reducing the risk of adverse outcomes in the postnatal period, such as maternal depression and infant hospitalization. FCI trains nurses and program staff to carry out the program with fidelity; oversees implementation in diverse settings around the US; collects, analyzes, and reports implementation and outcome data; and advocates for support in state legislatures and at the federal level.

Context

FCI is governed by a 10-member Board of Directors and led by President & CEO, Jade Woodard, who began her tenure in April 2025. FCI has 29 staff, including registered nurses, public health specialists, data managers, public policy advocates, and operations staff. This diverse team has its headquarters in Durham, North Carolina, but many staff work remotely from locations around North Carolina, and other states. The Board of Directors is similarly situated, with local directors in North Carolina, as well as across the country in Illinois, New York, and Maryland.

FCI has recently completed a [2026 - 2029 Strategic Plan](#), establishing the vision and priorities for the future of the organization. As FCI grows, the board's role becomes increasingly important for strategic partnership, sustainable resourcing, and stewarding the organization's long-term direction. Throughout the strategic planning process, stakeholders expressed appreciation for the board's commitment, alongside a shared sense that this is the right moment to assess board composition, clarify

roles and expectations, and strengthen governance practices to match a growth-stage national organization. This engagement is intended to support the board and executive team to lead with clarity and confidence as FCI navigates expansion, increased visibility, and a complex external environment.

Key activities may include:

- Advise on the development of a board culture that is functioning at the level of a national nonprofit organization, including the processes and structures necessary for growth, accountability, and sustainability.
- Support the board in identifying a desired future state in terms of board composition, skills, and engagement expectations (fundraising, advocacy, ambassadorship) necessary to support the execution of the Strategy Plan.
- Develop a process to support board recruitment approach, plan, and pipeline in alignment with the desired future state identified by the board.

Timeline

Our aim is to engage a Board Governance Consultant by the middle of August in order to support the upcoming Board Retreat.

Key Dates:

- August 20, 2026: Board Meeting (virtual)
- September 24-25, 2026: Board Retreat (in person in Durham, NC)

Budget

Our budget for the initial phase of this engagement is \$10,000 to \$20,000, inclusive of any travel and meeting costs. Additional phases may be considered in the future.

Next Steps

If you are interested in working with FCI on this project, please submit a brief proposal by email to boardliaison@familyconnects.org no later than end of day on Tuesday, July 28, 2025. In your proposal, please include a brief overview of your firm, experience with board governance consulting with growth-stage organizations (including references from prior clients), key staff that would work on the project, an overview of your approach to the engagement, and a proposed budget. Alignment conversations will be scheduled with the top firms and the project will commence with contracting in mid to late August.

