



Anthony Costa
Foundation

Request for Proposal

Impact Framework

May 2025

Introduction

The Anthony Costa Foundation is seeking a consultant to work with Foundation staff and stakeholders to develop an Impact Framework. The purpose of this Framework is to guide our decision-making, understand the effectiveness of and improve our work, and enhance our ability to communicate our impact to stakeholders.

About the Foundation

The Anthony Costa Foundation is a family foundation established in 2015 by the families of Robert and Rita Costa and Anthony and Elaine Costa. The Foundation focuses its giving on the Geelong region in Victoria, Australia and provides grants and other support to its partners around three key areas:

- Thriving Children and Young People
- A Safe Place to Live and
- Creating Vibrant Communities

In FY25 the Foundation will provide \$5.4m in grants to over 70 organisations.

The Foundation sits in the family office, Costa Asset Management. In addition to its work with its partners in the community, the Foundation focuses on engaging the family, the Family office staff and its business partners in the work of the Foundation.

You can learn more about the Foundation [here](#).

Key Questions

Key questions we seek to answer through this process are:

- What is the best way to evaluate our impact that balances family and community partner needs, is reflective of our [Strategy Framework](#) and takes into account our available resources to support evaluation?
- How do we achieve maximum impact through our work?

Project Principles:

We expect the following principles to inform the development of our Impact Framework:

- Educates and builds capacity for all stakeholders
- Is consistent with our Strategy Framework
- Is realistic e.g. doesn't create unrealistic burdens for our community partners, doesn't over claim our contribution, matches resources available to support
- Can be integrated as much as possible into existing systems and processes
- Supports transparency, accountability and a culture of learning
- Helps us to be focused, strategic, and intentional

Scope of work and deliverables

- Engage key stakeholders in the process.
- Develop a customized Impact Framework that aligns with the Foundation's Strategy Framework and operational realities.
- Provide guidance/recommendations on integrating the framework into ongoing grant-making and programmatic processes.

- Assist in developing auxiliary materials to support implementation/integration e.g. changes to application questions/process, reporting processes, additional support needed for community partners

Proposal Requirements

We invite consultants to submit proposals that include the following:

1. **Consultant Profile:** A brief overview of the consultant's background, relevant experience, and expertise related to developing impact frameworks, particularly in the nonprofit or philanthropic sector.
2. **Proposed Approach:** A description of the consultant's proposed methodology for developing the impact framework, including stakeholder engagement strategies, timeline, and key activities.
3. **Team Members:** A list of team members who will be involved in the project, along with their qualifications and roles.
4. **Cost Breakdown:** A detailed cost estimate for the project, including hourly rates or a fixed price for the entire scope of work or elements of the work.
5. **Sample Work:** Examples of similar projects the consultant has undertaken, including any impact frameworks or related documents that demonstrate their approach and results.
6. **References:** Contact information for at least two references from past clients who can speak to the consultant's work on similar projects.

Selection Criteria

The following selection criteria will be used to assess proposals:

- Demonstrated understanding of the request for proposal and the Foundation's Strategy Framework
- Experience developing impact frameworks, ideally in the philanthropic or nonprofit sector.
- Expertise in monitoring, evaluation and learning, with a strong understanding of data collection, analysis, reporting and learning culture.
- Quality of past work
- Cost

Submission Deadline:

All proposals must be submitted by 12:00pm (noon) on Friday 6 June. Please email your proposal to cscherer@costaam.com.au.

Questions:

For any questions/clarifications or to request a briefing meeting regarding the RFP please contact Cynthia Scherer, General Manager, Anthony Costa Foundation via email cscherer@costaam.com.au or phone 0438 172 949.