



816 Park Ave NW

Norton, VA 24273

Phone: (276) 679-1691

<https://appvoices.org/>

Request for Proposal (RFP)

Project Title: Non-native and invasive species management for Quarry Dr.

Issuing Agency: Appalachian Voices

Date Issued: December 4, 2025

1. Introduction

Appalachian Voices is a non-profit organization that envisions an Appalachia with healthy ecosystems and resilient local economies that allow communities to thrive. Our organization brings people together to protect the land, air and water of Central and Southern Appalachia and advance a just transition to a generative and equitable clean energy economy. The rehabilitation of mine-scarred lands in central Appalachia represents an opportunity to sequester carbon while revitalizing ecosystems and the regional economy. Our specific vision is to reforest the Quarry Dr. site and protect it long-term by establishing a carbon project with high-quality standards while centring community vision, benefits, participation and land access, as a replicable best-practice model for the region.

Appalachian Voices is issuing a Request for Proposals from qualified organizations to provide suppression of non-native invasive species (NNIS) on approximately 130 acres of a reclaimed mine site on Quarry Dr., in Dickenson County, near Clinchco, VA. The site will undergo NNIS removal, decompaction and the planting of diverse native species to support the establishment of a native hardwood forest in the winter and spring of 2026. The selected contractor will be responsible for assessing NNIS regrowth and implementing appropriate treatments in the project area between June 2026 and June 2027, with two anticipated treatments within this timeframe. The contractor will guarantee a performance period of at least four years following the completion date of the second NNIS treatment, during which any subsequent NNIS



regrowth within the project area will be assessed and treated at no cost. We recognize that managing invasive species on a nascent reforestation plantation is a specialized skill set. Respondents should demonstrate a track record of successful NNIS suppression on formerly mined land in Appalachia.

2. Background

The Quarry Dr. site is part of our Mineland ReLeaf reforestation carbon project. This initiative restores and reforests formerly mined land by following the Forest Reclamation Approach (FRA). FRA practices have been demonstrated and advanced in Central Appalachian mine reclamation contexts for decades, and have proven and measurable carbon removal value. When left unmanaged, these lands provide few benefits to society and wildlife, and often serve as reservoirs for invasive exotic species that can disperse to adjacent lands. Due to the excessive soil compaction and well-established non-native vegetation on these lands, natural tree regeneration is often very limited and will not occur in a reasonable timeframe without intervention. We are encouraged by the potential of biological carbon removal to restore degraded landscapes such as those found in coal country and to produce multiple benefits to the community through public land access, ecosystem benefits and job creation. We envision a model where regenerative land restoration practices are used to reclaim barren landscapes left by large surface coal mines across Appalachia. The USDA, USFS Forest Landowner Support grant will fund the scope of this RFP.

This project will restore native forest and associated habitat on the Quarry Drive property in Dickenson County, Virginia, and test the feasibility of restoring degraded coal mined lands as carbon sequestration projects. The proposed project will restore a declining forest type (i.e. shortleaf pine-upland oak woodland), improve air and water quality, improve forest connectivity and resiliency, and make the site more productive for wildlife. The project will plant approximately 91,000 trees on approximately 130 acres through a holistic suite of ecological restoration activities, including NNIS suppression, soil decompaction, sowing of native warm-season grasses and wildflowers, and tree planting.

This site was surface-mined in the 1980s, then re-permitted and remined in the 1990s. It was reclaimed around the year 2000 to the Post-Mining Land Use designation of Unmanaged Forestry/Undeveloped Land. Several tree planting attempts were made as recently as 2007, with poor seedling survival. The site was also planted with the exotic shrub autumn olive (*Elaeagnus umbellata*), which now predominately covers the site with 20+ years of regrowth.



Appalachian Voices

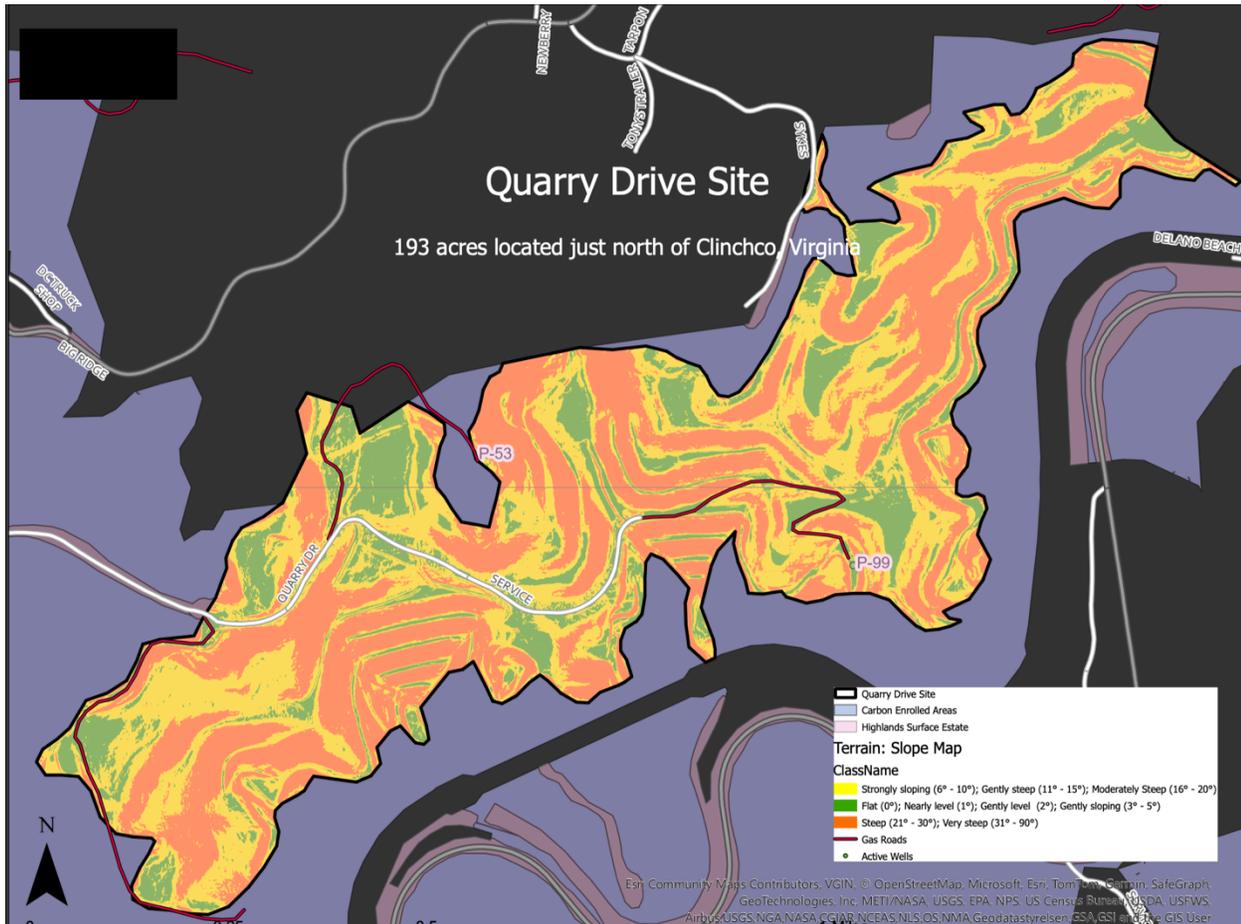
Kudzu is present in one section of the site. Bradford pear and tree of heaven have also been observed.

Below are photos of the vegetation on site, taken on May 9, 2024. The map indicates slopes on the entire 193 Quarry Dr. site, approximately 130 acres of which will be reforested.





Appalachian Voices



3. Scope of Work and Deliverables

Scope of Work – The contractor shall perform the following tasks:

- Monitor and assess NNIS regrowth on the site periodically between June 2026 and June 2027, proactively planning NNIS suppression activities during optimal seasonal windows
- Create a NNIS treatment plan in accordance with NNIS regrowth observations and submit this plan to Appalachian Voices for approval before each treatment
- Control exotic vegetation through plant removal and/or targeted herbicide use on two occasions, across approximately 130 acres, between June 2026 and June 2027 (inclusive)



Appalachian Voices

Contract Deliverables – The contractor shall submit to the Client the following documents:

- NNIS Assessment observations and treatment plans, and accompanying timelines, will be submitted to Appalachian Voices for approval prior to each treatment, in 2026 and 2027.
- A record of activities performed and an accompanying invoice in alignment with the fixed-price contract will be submitted to Appalachian Voices after each of the two treatments, in 2026 and 2027.

Compliance Requirements – The Contractor will:

- Comply with all applicable State and Federal laws, rules, regulations and licensing requirements and receive all appropriate reviews and approvals required for operation.
- Follow best management practices as communicated by state and federal agencies for the protection of any endangered or threatened species identified as material to the project by these agencies
- Consult local weather reports and monitor wind conditions on site and adjust activities accordingly, to meet established environmental and safety requirements
- Use herbicides only when no alternative effective treatment is possible and reasonable
- Incorporate strategies to minimize risk to seedlings
- Maintain adequate insurance
- Commit to cleaning vehicles and equipment to prevent the spread of NNIS before and after visiting the project site
- Uphold a performance guarantee period of at least four years following the completion date of the second NNIS treatment, during which any subsequent NNIS regrowth within the project area will be assessed and treated at no cost
- Comply with contract provisions set by Appalachian Voices to include regulations, cost principles and audit requirements as established by the Office of Management and Budget Uniform Grant Guidance (See section 7. Regulations)

4. Drone Footage, Shapefile and Site Visit

Applicants are welcome to request drone footage and a shapefile of the site. They may also request to view the site in person. Visitors will tour the site as a group, on a date that works for all applicants. Please express your desire to receive drone footage, a shapefile, and/or to view the site by emailing Elizabeth Holloway at liz.holloway@appvoices.org.



AppalachianVoices

5. Proposal Submission Requirements

4.1 Proposal Format: Proposals must be submitted in electronic format (PDF) and include the following sections:

- Executive Summary: One page including project title, name of proposing organization, contact information, date of submission, and summary of the proposal's key points.
- Statement of Qualifications: All respondents must submit a written Statement of Qualifications (SOQ) to include information about the respondent directly related to each of the tasks and deliverables. Respondents must explain how they propose to accomplish the project outcome within the stated time frame.
- Three references from past clients, either a letter of support or contact information.
- Budget and Cost Proposal: Provide a detailed budget breakdown, including labor, materials, and other expenses for each of the two treatment applications and a corresponding timeline.

4.2 Proposal Submission Deadline: Proposals must be received no later than 5:00 PM EST on **January 9, 2026**.

4.3 Submission Instructions: Proposals should be submitted electronically to **liz.holloway@appvoices.org** with the subject line: "NNIS RFP Submission."

5. Selection Criteria

Proposals will be evaluated based on the following criteria:

Technical Approach (30%)
<ul style="list-style-type: none">- Proposes sufficient and appropriate services to achieve invasive suppression objectives outlined in the RFP.- Demonstrates a depth of understanding of the complexity of invasive suppression and the necessity for vigilant and regular assessment and retreatment of challenging areas.- Commits to credible and robust best management practices for managing potential environmental and health risks.- Demonstrates precision in proposed activities by specifying the equipment, materials and labor used in proposed activities.- Aligns restoration activities with seasonality in mind to maximize invasive suppression.



AppalachianVoices

<ul style="list-style-type: none">- Demonstrates a prioritization of seedling survivability in the proposed interventions.
Organizational Capabilities (25%)
<ul style="list-style-type: none">- The professional history of personnel demonstrates skill, licensing, and experience levels sufficient to meet the requirements of this multi-year project.- The candidate has successfully undertaken projects of this scale.- The candidate holds the required insurance coverage.- The proposal outlines an implementation timeline that is realistic and proposes labour and resources sufficient to meet RFP objectives.- The organization prioritizes best-available science-based interventions, and the personnel involved have experience implementing these interventions.
Cost Proposal (20%)
<ul style="list-style-type: none">- The proposal addresses all costs associated with tasks outlined in the RFP.- The proposal provides a four-year performance guarantee.- Costs are in line with the regional market and costs from comparable projects.- Personnel and travel costs are reasonable.
Past Performance/References (15%)
<ul style="list-style-type: none">- Positive reviews from three referees.- References are for work that is comparable in nature and scale.- References are from individuals in positions of significant responsibility with respect to the work undertaken.
Compliance with Requirements (10%)
<ul style="list-style-type: none">- The applicant follows the guidelines in format and submission of the document, and addresses all requirements outlined in the RFP- Provides a professional application document and clear, timely communications.

Point-of-Contact

Respondents shall restrict all contact and questions regarding this RFP and selection process to the individual named herein. Questions concerning terms, conditions, and technical specifications shall be directed in writing to: Elizabeth Holloway, email at: Liz.holloway@appvoices.org.

7. Regulatory



This Contract is supported by federal pass-through funding from Rural Action and thus is subject to federal regulations. The funding origination and statutory authority is the USDA Forest Service from the Inflation Reduction Act Landscape Scale Restoration grant, CFDA 10.731. If engaged, the contractor must comply with contract provisions set by Appalachian Voices to include regulations, cost principles and audit requirements as established by the Office of Management and Budget Uniform Grant Guidance, available for review at <https://www.federalregister.gov/documents/2013/12/26/2013-30465/uniform-administrative-requirements-cost-principles-and-audit-requirements-for-federal-awards>. Please review and submit any questions on regulatory matters to Appalachian Voices, Government Grant Manager, Jana Jones at jana@appvoices.org.

8. Amendments

Appalachian Voices reserves the right to amend or modify this RFP at any time. Any changes will be communicated to all prospective offerors. If the funding period of performance is extended, Appalachian Voices reserves the right to change the format of the performance guarantee period.

9. Proposal Reviews and Selection Process

Consideration is expected to be given, but is not guaranteed to be given, to the selection criteria outlined in this RFP. Appalachian Voices reserves the right to reject any and all proposals, to waive any and all formalities outlined in the RFP and in the selection process and generally to make the award that, in its judgment, will best meet the objectives stated in this RFP. Proposals will be assessed on a rolling basis, in accordance with the order in which they are received.

If the successful respondent is unwilling or unable to execute a contract covering the scope of the RFP, Appalachian Voices has the right to request another respondent to enter into the contract with Appalachian Voices. All dates in the RFP are subject to change at the discretion of Appalachian Voices, and notice of any changes will be provided to all respondents.

By submitting a proposal in response to this RFP, the proposing organization acknowledges and agrees to comply with all terms and conditions outlined herein.



Appalachian Voices

Signature of Authorized Representative:

A handwritten signature in black ink, appearing to read "Elizabeth Holloway".

Elizabeth Holloway

Carbon Removal Program Manager

Appalachian Voices