

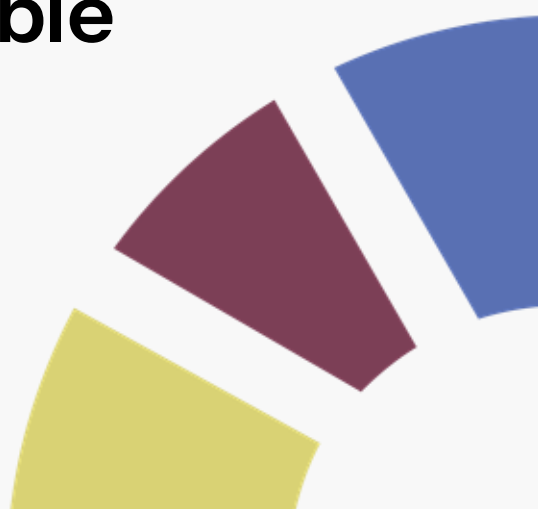


From Risk to Resilience: A Nonprofit's Guide to Sustainable Restructuring

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WHO WE ARE



YOUR PRESENTER



ALLISON WYATT, CEO

Prior to Edgility, Allison served as the Vice President of Human Capital for Education Pioneers where she built the HR department of a national, education reform organization from the ground up and increased its staff by over 500%

Allison has over 20 years of experience in talent strategy, talent acquisition, and compensation design work across the for-profit and non-profit sectors including working in compensation for a 300 person subsidiary of Time Warner

She holds a Master's degree in Business Administration from The MIT Sloan School of Management and Bachelor of Arts in East Asian Studies from Wesleyan University.



EMPOWERING PEOPLE STRENGTHENING SYSTEMS ADVANCING MISSIONS

We partner to build workplaces where people thrive and missions succeed through values-driven talent systems.



OUR SERVICES



1 Strategic Workforce Planning

Ensure roles and structure are aligned with intended outcomes for impact:

- Organizational Design
- Succession Planning
- Job Analysis

2 Performance Optimization

Install the necessary systems and data to provide meaningful insight toward people decisions:

- Goal setting
- Competency Modeling
- Performance management
- Talent system deployment

3 People Development

Build capacity to support your people and drive high performance

- Manager training
- Talent Skills Assessment
- New hire on-boarding
- Staff Development Planning

4 Rewards and Recognition

Align incentives with desired outcomes, behaviors and values

- Compensation philosophy & structure design
- Executive compensation design
- Salary benchmarking
- Benefits analysis
- Pay equity audit

5 Culture Building

Build a rewarding, positive and equitable work culture

- Staff Sentiment Survey

SECTORS WE SERVE

We work with social impact organizations in the education, healthcare & life sciences, nonprofit and philanthropic sectors.



OUR VALUES

TANGIBLE IMPACT

We deliver practical, innovative solutions that create real-world results for our clients, partners and community

AUTHENTIC INTEGRITY

We lead with compassion, transparency, and humility—fostering trust through openness and mutual respect

BOUNDLESS CURIOSITY

We are lifelong learners, always reflecting on our practice and evolving as the world and context around us changes

EMPOWERED EXCELLENCE

We champion individual agency, high standards, and bold ideas—ensuring every voice helps shape our success

JOYFUL HUMANITY

We bring warmth, optimism, and connection to our work—believing people thrive when they feel seen and inspired





AGENDA

- 1 Conduct a Funding Risk Assessment
- 2 Build a Financial Scenario Planning Model
- 3 Conduct an Industry Risk Assessment
- 4 Review and Right-Size Expenses
- 5 Conduct a Talent Skills Analysis



WE WANT TO KNOW...

Which is most representative of your nonprofit organization?

- A. Anticipating Growth in the Next 12 Months**
- B. Anticipating Reductions in the Next 12 Months**
- C. Already Experiencing Reductions**

THE CHALLENGE



**Increase Economic
Pressures**



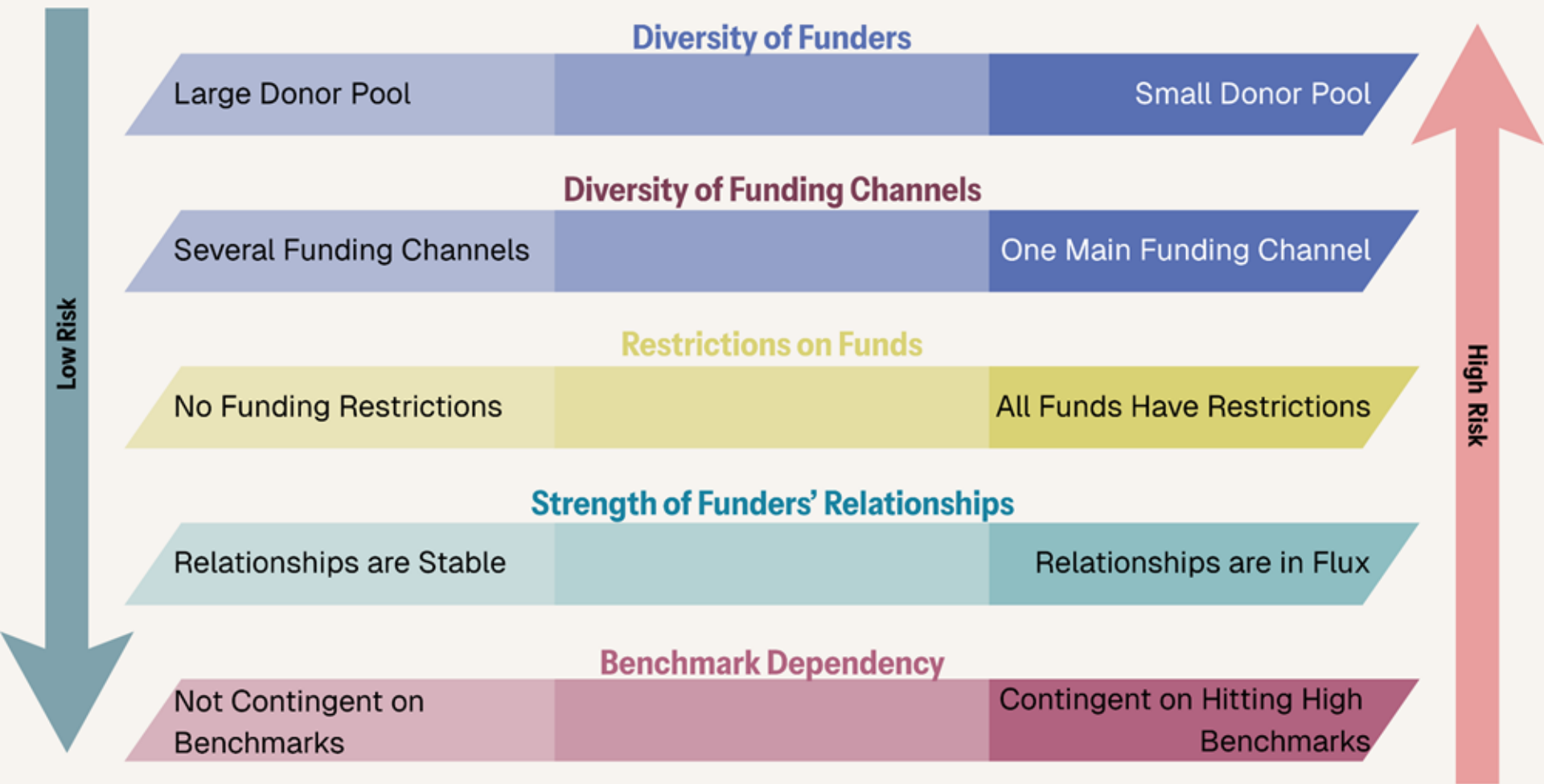
Political Uncertainties



Ever Evolving Landscapes

STEP 1: CONDUCT A FUNDING RISK ASSESSMENT





YOUR OVERALL RISK CATEGORY IS:

<5

Low Risk Factors

5-8

Medium Risk Factors

≥9

High Risk Factors

BY A SHOW OF HANDS...

If you were able to take this assessment today, where would your organization fall?

A. 9 or Greater

B. 5-8

C. Less than 5

STEP 2:
BUILD A FINANCIAL
SCENARIO PLANNING
MODEL



FINANCIAL SCENARIO PLANNING MODEL

Risk Level	Best Case Scenario	Most Likely Scenario	Worst Case Scenario
High	Assume moderate (20%) loss in funding	Assume significant (30%) loss in funding	Assume extreme (40%) loss in funding
Medium	Assume slight (10%) loss in funding	Assume moderate (20%) loss in funding	Assume significant (30%) loss in funding
Low	Assume no loss in funding	Assume slight (10%) loss in funding	Assume moderate (20%) loss in funding

STEP 3:
CONDUCT AN
INDUSTRY RISK
ASSESSMENT



ASSESS THE BROADER LANDSCAPE



ANALYZE INVESTMENT
TRENDS



REVIEW SERVED
POPULATION



IDENTIFY
INDUSTRY TRENDS

STEP 4: REVIEW AND RIGHT-SIZE EXPENSES



GENERAL AND ADMINISTRATIVE EXPENSES

Review of Discretionary Expenses	Money Saving Alternatives
Team Retreats	Consider local or virtual options
Staff Professional Development (PD)	Explore cost-effective alternatives like mentoring or shadowing
Office Space	Assess if scaling back is possible
Cost Controls	Ensure effective policies are in place to manage expenses
Benefits Analysis	Review utilization of benefits versus expenditure to ensure a good return on investment



ORGANIZATIONAL PROCESSES

Evaluate all processes
based on their criticality
to core functions

Consider:

- What tasks can be eliminated or deferred?
- What can be outsourced, automated, or streamlined to improve efficiency?

Based on this analysis, develop three cost scenarios to correspond with your earlier revenue scenarios.



STEP 5: CONDUCT A TALENT SKILLS ANALYSIS





Step 1: Identify Role Updates Based on the 3 Scenarios

- Which jobs will be impacted?
- What new skills would be needed?



Step 2: Assess Skill Gaps Communicate and Collect Data

- Surveys/Questionnaires
- Interviews
- Performance Reviews
- Skill Tests/Challenges
- Analyze Results



Step 3: Train Staff for the Future

- Develop Action Plans
- Implement Training and Development
- Evaluate and Iterate
- Foster a Culture of Development

Today

Restructure

Training



The Reactive Approach

The Proactive Approach

Today



Assess



Train



Restructure



RIGHT MESSAGE, RIGHT TIME, RIGHT WAY



Message- Transparency and Humanity



Cascade Communications Well



Speed- Ensure All Appropriate Meetings
and Team Messaging Can Go Out on the
Same Day



Comprehensiveness-Avoid Multiple
Rounds, Treat People Well



Offer Job Transition Support to
Individuals Impacted



Q&A

THANK YOU!

ALLISON WYATT, CEO

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