



Big Change Consulting



Nonprofit Risk Assessment & Reduction

Facilitated by Jodi Segal

June 25, 2025

www.BigChange.LLC

www.linkedin.com/company/big-change-consulting

Big Change Consulting: Who We Are



Help start up, gear up, and clean up your operations, HR, and fundraising



Provide consulting, training, and referrals



Right-sized services, customized for you



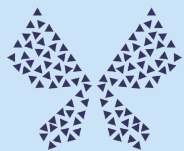
Deep expertise in nonprofits

Our #1 priority is always to advance your mission

Jodi Segal, Founder & Principal of Big Change Consulting



- Has been helping nonprofit organizations start up, gear up, and clean up their operations, HR, and fundraising for 25 years.
- Before founding Big Change Consulting, Jodi was Deputy Director at the Ohio Environmental Council. During her 13-year tenure there, she built their development department, oversaw marketing and communications, and led administration, finance, HR, and special projects.
- She has also held successful development and operations roles at organizations in Massachusetts and California.



Let's Get to Know Each Other

Drop in the chat:

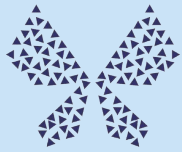
- Name
- Organization
- Initial Questions



Session Goals



- Learn risk assessment process
- Learn how to use risk-scoring framework
- Identify key areas for assessment
- Feel prepared to take action
- Commit to taking decisive action



Why Does Risk Management Matter?



- 1 in 4 nonprofits face a major disruption each year
- Risks impact funding, credibility, and operations
- Risk management = mission protection



The Risk Reduction Process

- Step 1: **Identify** Requirements
- Step 2: **Assess** Risk Levels
- Step 3: **Develop** Policies
- Step 4: **Document** Procedures
- Step 5: **Implement** & Monitor
- Step 6: **Maintain** & Adapt





Risk Scoring

Level	Description
0	No risk
1	Low: Minimal consequences
2	Medium: Operational or financial concern
3	High: Significant risk to funding, operations, or legal standing



Quick Risk Scenario

Your largest funder suddenly cuts your grant by 50%.





Assessment Areas

- Financial
- Legal & Compliance
- Governance
- Operational & Technological
- Personnel
- Reputational
- Programmatic & External

Risk Level:	0	1	2	3
Tally:	III	IIII	II	III



Financial Risk

- Revenue
- Insurance
- Financial Management
- Fraud

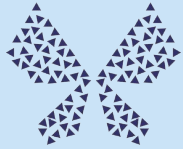


Legal & Compliance Risks



- 990 & state filings
- Lobbying limits
- Contracts & employment law
- Data privacy (GDPR, HIPAA)





Governance Risks

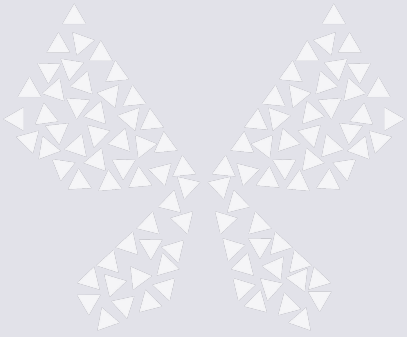


- Inactive or untrained board
- Poor documentation
- No board self-evaluation
- No leadership evaluations
- Weak committee structure

Operational & Technological Risks

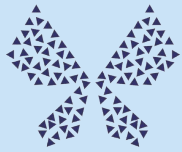


- Volunteer screening
- Emergency plans
- Hardware/software maintenance
- Cybersecurity, backups, access control



Personnel Risks

- No staff handbook
- Lack of support or communication
- No succession plan
- Weak DEI or bias protocols



Reputational Risk

- No crisis communications plan
- Lack of media monitoring
- Conduct policies not enforced



Programmatic & External Risks



- Programs misaligned with mission
- No evaluation metrics
- Political, economic, or policy shifts



Quick Risk Scenario

Wire Fraud Attack!

Your finance staff receives what appears to be an urgent email from your Executive Director requesting a wire transfer to a new vendor. The email looks legitimate and includes details about an upcoming project. The transfer is made—only to find out later that the ED never sent it. You've lost \$25,000.



How to Bring This Back to Your Team or Action Steps

- ★ Use the scoring tool at your next leadership or board meeting
- ★ Create an action plan to address the most critical risks.
- ★ Pick 1 risk category to review each quarter
- ★ Assign a “risk champion” per category



Nonprofit Risk Assessment & Reduction Guide

June 2025

Developed by [Big Change Consulting](#)

This guide assists organizations in evaluating their vulnerabilities and developing action plans to address them. Sections are as follows:

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Financial Risks.....	3
Legal and Compliance Risk.....	5
Tax Status.....	5
Governance Risks.....	6
Operational Risks.....	6
Technological Risks.....	7
Personnel Risk.....	8
Reputational Risks.....	8
Programmatic Risks.....	8
External Risks.....	9
Anything Else?.....	9
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Overview

Running a nonprofit organization is hard. Beyond delivering services to your community, you must secure funding, manage compliance, and mitigate risks. This guide provides a structured approach to identifying and reducing common risks in nonprofit operations.

Each category of risk can be addressed using the following process:

Step 1: Identify Your Requirements

- Review grants, contracts, policies, governance documents, and legal requirements.
- Consult experts, board members, and legal advisors to ensure you capture all compliance obligations.

Tools & Resources

- Risk Assessment & Reduction Guide
(sent upon completion of the session evaluation)
- Contact us for insurance, accounting, or other service provider referrals
- Additional resources in the guide: IE BoardSource, Nonprofit Risk Management Center

Session Evaluation

Big **Change** Consulting



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Nonprofit Risk Assessment & Reduction

We appreciate you taking the time to fill out this evaluation. We hope you enjoyed the training and learned from the session. Thank you!





Contact Info



Free 15-minute consult

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