Big Change Consulting

Nonprofit Risk Assessment & Reduction

Facilitated by Jodi Segal

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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

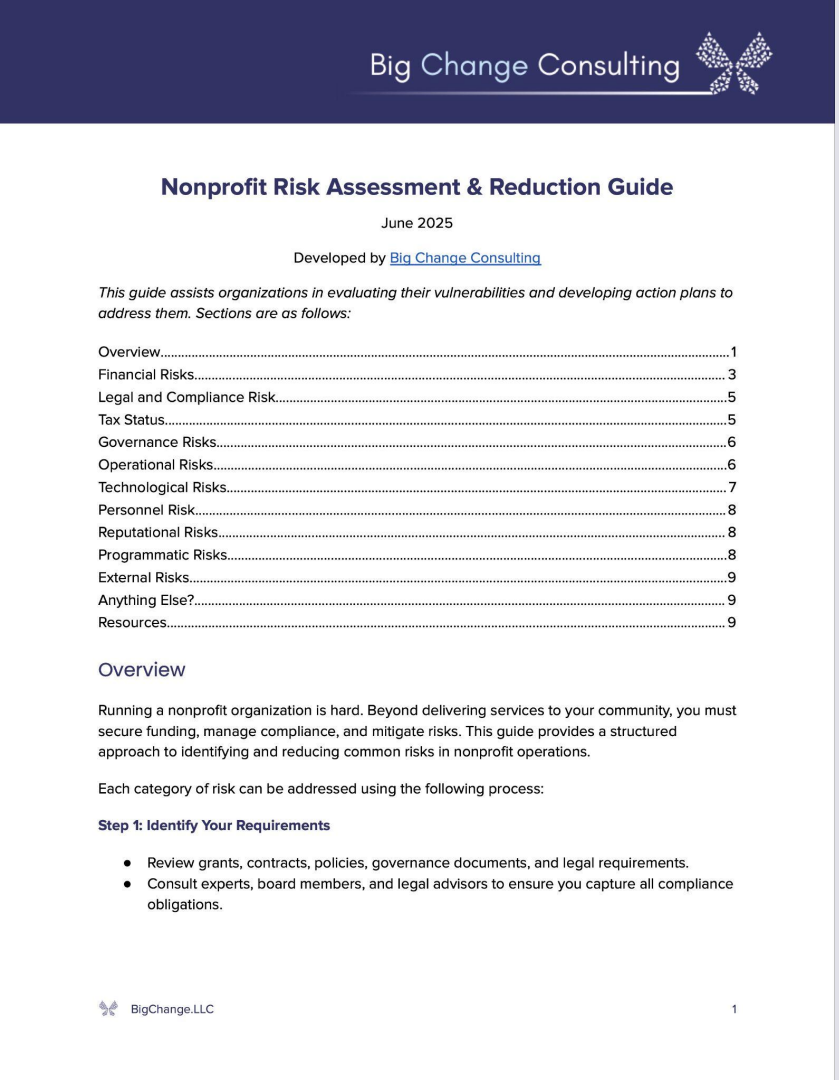
Quick Risk Scenario

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



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

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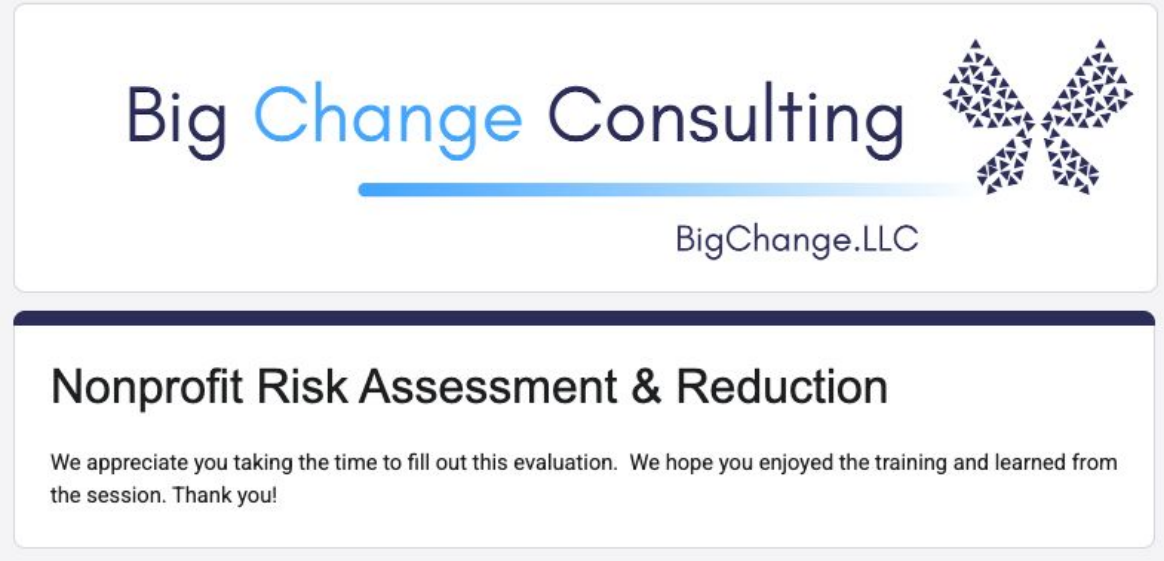
Session Evaluation



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Contact Info

Free 15-minute consult

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