



On Demand - Consulting Projects

Within 8 weeks, On Demand Consulting Projects address a single issue. Compass connects a nonprofit to a business professional with the skills and experience to quickly understand and address an immediate challenge with tailored recommendations. Volunteer consultants do strategic work (not tactical work) and are not expected to support implementation, although many do continue to work with their client in a personal capacity after an engagement concludes.

On Demand - Thought Partners

On Demand Thought Partners are seasoned business professionals who Compass connects with nonprofit leaders. Within 8 weeks, in a confidential setting, Thought Partners provide a trusted ear for scenario planning, courses of action, or facilitation of conversations among board, staff, and leadership. Depending on a client's needs, a Thought Partner may offer several informal calls or schedule formal, agenda-driven check-ins.

On Demand Topics

I. FINANCE

- A. Cash Flow Analysis:** Evaluate cash inflows and outflows over a fixed period
- B. Financial Model Creation:** Forecast for revenues and expenses for a fixed period, based on a revised assessment of finances

II. FUNDRAISING

- A. Digital Strategy Review:** Receive recommendations related to donation engagement online and related processes
- B. Donor Analysis:** Support for identifying most valuable categories of donors for outreach, using historical data and trends
- C. Map the Donor/Member/Patron Experience:** Conduct an audit of donor, member, or patron journey, and provide recommendations to improve interaction across platforms
- D. Research:** Provide an annotated list of relevant grant and funding opportunities

III. GOVERNANCE

- A. Board Development:** Review governance challenges (e.g., the articulation of the roles/responsibilities or appropriate activities of a nonprofit board); propose course of action recommendations
- B. Bylaws and Policies:** Review with proposed recommendations for bylaws or policies regarding board operations, may include liabilities

IV. HUMAN RESOURCES

- A. Benefits and Compensation:** Review with recommendations for new or existing policies
- B. Organizational Management:** Evaluate staffing needs, organizational structure, or employee engagement
- C. Transition/Succession:** Develop a plan for future continuity of operations and leadership

D. Diversity, Equity, and Inclusion (DEI): Assess existing DEI efforts for updates; develop plan for staff or Board recruitment and retention

V. MARKETING/COMMUNICATIONS

A. Communications Audit/Strategy Review: Review and/or refine messages for existing communications platforms

B. Marketing Strategy Review: Review and recommend a plan, program or event; may include comparative analysis, market research, stakeholder analysis, etc.

VI. PROGRAMS

A. Partner Identification/Merger Assessment: Review the risks and benefits of a merger or partnerships, may include development of selection criteria, a feasibility review of existing programs, cash flow required to support programs, virtual options, suspension, etc.

B. Programs Assessment: Assess feasibility of existing programs, may include review of cash flow required to support programs, virtual options, suspension, and partnerships

VII. TECHNOLOGY

A. Data Management: Assess data collection processes, tools, and analysis to better support decision-making

B. Scouting: Support to identify requirements for new technology or tools; develop an acquisition and adoption strategy

C. Technology Optimization: Assess existing technology capabilities and develop recommendations for more effective use of existing technology.