30-60-90 Stabilization Roadmap

Days 1-30: Visibility

Build a shared picture of the situation before making irreversible decisions.

Cash

- Map direct and indirect funding exposure.
- Review unrestricted cash and obligations.
- Update the weekly cash picture.

People

- Brief staff on the situation and process.
- Identify essential roles and capacity gaps.
- Clarify decision thresholds.

Programs

- Identify mission-critical services.
- Review program obligations and constraints.
- Flag redesign or pause candidates.

Communication

- Brief the board on facts, risks, and the initial plan.
- Notify key partners and funders.
- Set a weekly internal update rhythm.

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30-60-90 Stabilization Roadmap

Days 31-60: Choices

Compare choices against mission, obligations, available cash, and the people affected.

Cash

- Model 90-180 day cash scenarios.
- Prioritize uses and pause or defer nonessential spending.
- Strengthen cash runway targets.

People

- Align roles to priorities.
- Adjust workload and support.
- Make difficult people decisions with clarity and care.

Programs

- Decide what to protect, adapt, pause, or sunset.
- Align resources to highest impact.
- Design interim or lower-cost options.

Communication

- Deepen stakeholder updates.
- Share decisions and rationale.
- Invite feedback and collaboration.

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30-60-90 Stabilization Roadmap

Days 61-90: Rhythm

Put decisions into a steady rhythm of action, review, and communication.

Cash

- Implement a cash rhythm and controls.
- Track variances and act early.
- Advance diversified revenue opportunities.

People

- Establish a steady rhythm and feedback loops.
- Invest in wellbeing and retention.
- Revisit structure as needed.

Programs

- Execute the adapted program plan.
- Monitor outcomes and efficiency.
- Document learning and adjust.

Communication

- Maintain a transparent cadence.
- Report progress and impact.
- Tell the story of resilience.

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