BEYOND THE PATTERN | ORGANIZATIONAL EXPERIENCE

Nonprofit Organizational Stability Case Study

Anonymous client | 12-week engagement | One-year follow-up

Beyond The Pattern supported a nonprofit facing operational and volunteer risk, high employee turnover, information gaps, and uncertainty about its direction. A one-year annual review compared the 12 months before the engagement with the 12 months following implementation and confirmed sustained improvement.

Engagement	Annual review	Primary focus
12 weeks	Completed one year after implementation using comparable 12-month periods	Direction, Board understanding, decision clarity, retention, and community engagement

Results reported by the organization

Measure	Baseline	One-year result	Interpretation
Annual staff retention	64%	91%	+27 percentage points; 42.2% relative improvement
Annual voluntary turnover	36%	9%	-27 percentage points; 75% relative reduction
Early stabilization	New process launched	Visible in Q1	Momentum held across all four quarters
Workforce at annual review	Not published	76 people	71 full-time employees, 3 part-time employees, and 2 interns
Continued workforce stability	Annual review completed	No later losses reported	The organization continued growing after the review

Work completed

BTP conducted a baseline diagnostic, clarified the organization's direction and decision responsibilities, strengthened internal feedback loops, and supported implementation across the 12-week engagement. The work applied frameworks studied through doctoral research coursework and refined through practical implementation. The organization also reported stronger community participation and additional funding connected with children and teen programming and enrollment.

Client perspective

> *"Before bringing in Beyond The Pattern, we were struggling with significant leadership misalignment and high employee turnover that was stalling our mission. By applying rigorous, research-backed frameworks from their doctoral work, Dr. Elkins helped us identify the root causes of our friction and get our leadership team moving in the same direction. As a result, our retention rate increased from 64% to 91%, a 27-percentage-point gain. The impact on our organizational stability and effectiveness has been transformative."*
>
> **Organizational client | Anonymized**

Measurement and interpretation

The retention and turnover rates were confirmed by the organization during the one-year annual review and constitute practice-based client validation. The Q1 statement describes how quickly stabilization became visible; the 91% result reflects the complete post-implementation year. The results are not presented as third-party audited outcomes, and multiple organizational and community factors may have contributed. The testimonial preserves the client's original wording.

Discuss an organizational effectiveness engagement | beyondthepatternhq.com | hello@beyondthepatternhq.com