

nRhythm Public Benefit Report

For the Year Ending 2024

Public Benefit Corporation • State of Colorado



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Introduction: A Year of Evolution

nRhythm was created to transform how we work so that people and organizations can experience more life, more health, and more possibility in their day-to-day environments. Our public benefit purpose is grounded in a clear belief: **when organizations are designed and managed as living systems, people thrive, relationships strengthen, and whole communities benefit.**

2024 was a year of evolution for nRhythm. Our team refined our frameworks, expanded our partnerships, grew our learning community, and supported organizations across sectors to shift away from mechanistic habits and toward regenerative approaches grounded in purpose, equity, and health. At the same time, we deepened our own practices, launching **Framework 2.0**, a major milestone in how we model the movement, cycles, and interdependence inherent in living systems.

This report reflects on what emerged in 2024: what we set out to do, what we learned, how our work rippled outward, and what continues to evolve.

Our 2024 Objectives: Anchored in Living Systems

(Required by C.R.S. § 7-101-507(2)(a))

Our objectives are anchored in our living systems approach. In 2024, we aimed to:

- **Support organizations** in designing systems that enable people to thrive: physically, emotionally, relationally, and creatively.
- **Advance equity** through redesigned structures for ourselves and our clients, including compensation, hiring, governance, roles, and decision-making structures.
- **Strengthen organizational health** by emphasizing energy and information flow.
- **Grow access** to living-systems tools through our global learning community and public programs.
- **Evolve our own framework**, shifting from a linear process to a cyclical, infinity-loop model that better reflects how living systems function, adapt, and regenerate.

These objectives guided our designs, partnerships, services, and learning opportunities.

Standards Used to Measure Progress

(Required by C.R.S. § 7-101-507(2)(b))

We used two standards in 2024: one internal and one external, as required by law.

1. Internal: nRhythm Organizational Health Assessment (OHA)

The OHA evaluates an organization across 38 questions grouped into:

Meta-categories

- **Design** – how well the organization's identity, structures, and purpose are aligned
- **Health** – the state of energy and information flow through the system
- **Receptivity** – the organization's ability to notice, interpret, and respond to what is emerging.

Sub-categories

- Context
- Structures (Decision-Making, Communication, Network Connections)
- Work
- Energy
- Information

Each category reveals different dynamics inside the organization; clarity of purpose, alignment between roles and work, quality of relationships, decision-making patterns, and more.

How the OHA Is Scored

Scores fall on a **0 to 5 scale**, which indicates whether an organization is functioning in a:

- **Regenerative state**, that is, conditions support thriving people, distributed decision-making, active communication cycles, and strong relational networks
- **Transactional state**, that is, systems are functional but constrained; some degenerative patterns may be present
- **Degenerative state**, that is, structures and conditions extract energy, concentrate control, block information flow, or limit resilience

Importantly, the OHA is **not a judgment**. It is a reflective tool that helps teams see the whole system, surface insights, and ask better questions. The conversations that follow are often more powerful than the scores themselves.

Why the OHA Matters More Than Compliance-Based Tools

The OHA is designed for **living systems**, not mechanistic reporting. It supports:

- Seeing whole-system patterns
- Asking meaningful questions
- Identifying tensions and opportunities
- Understanding how design affects health
- Informing decisions rooted in purpose and equity

The OHA aligns with our belief that organizational health is emergent, relational, and dynamic, not something to be captured through rigid checklists or static policy binders.

2. External: B Impact Assessment (Third-Party Standard)

Colorado law requires an assessment against a third-party standard, and for this we used the **B Impact Assessment**.

While the BIA meets statutory requirements, we do not treat it as a core measure of success. As a small, nimble, living system, nRhythm intentionally avoids excessive documentation, static policies, and compliance-driven structures that can limit responsiveness, emergence, and adaptability.

In alignment with our philosophy, we use the BIA only as the minimal external benchmark required by law, not as a guide for internal organizational health.

Our true compass is the health of our relationships, the vitality of our team, the impact on clients, and the quality of energy and information flowing through the organization.

Factual Progress Toward Our Public Benefit

(Required by C.R.S. § 7-101-507(2)(c))

Global Reach and Ecosystem Impact (2024)

nRhythm's work in 2024 reached deeply across organizations, networks, and local ecosystems. Through our global platform and our distributed operating partners, our frameworks and programs supported thousands of people across diverse contexts.

Products & Programs (Global Platform)

Our global learning platform continued to expand its reach:

- 2,400+ people engaged in our programs, courses, and public learning experiences
- Participants came from 81 countries, spanning every major region of the world

These programs remain an accessible entry point for individuals and teams exploring regenerative organizational design.

Consulting Clients (Global Platform + Local Ecosystems)

Our consulting partnerships included:

- 29 consulting clients across sectors and regions, contributing to a cumulative total of more than 90 clients served since nRhythm's founding representing 16 countries, with several operating globally

These engagements spanned multi-year redesign partnerships as well as targeted strategic support. Together, they helped organizations move toward healthier structures, stronger alignment, and more resilient work systems.

Operating Partners (Landscape of Local Ecosystems)

Our operating partner model continues to demonstrate the power of locally embedded ecosystems:

- 5 operating partners, each stewarding a place-based regenerative ecosystem
- Collectively supporting 9 businesses and 137 team members

This landscape approach reflects the nested nature of living systems, enabling local partners to deepen contextual understanding, build place-based capacity, and extend regenerative practices into communities, regions, and sectors.

Meaningful Proof of Impact

Rebalancing Pay and Reversing Inequities

One SME used our framework to redesign its compensation structure, reversing long-standing inequities, bringing transparency to growth pathways, and ensuring all employees have access to meaningful development opportunities.

Reducing Turnover and Creating Stability

Another SME redesigned its hiring and onboarding processes, dramatically reducing turnover while improving retention and team engagement.

Strengthening Culture in a Large Nonprofit

A national nonprofit restructured its employee engagement systems based on our framework, resulting in healthier communication, stronger performance, and reduced burnout.

Unlocking Over \$1 Million in Additional Fundraising

By redesigning roles, workflows, and the annual fundraising architecture, another major nonprofit exceeded its target by more than **\$1M**, demonstrating the power of aligning structure with purpose.

Supporting Entrepreneurs

Dozens of solo-preneurs used our framework to clarify purpose and redesign their business models, leading to the successful launch of at least **three new small businesses**.

Transforming Global Networks

We supported multiple global networks to redesign governance and system-wide operating structures using living-systems principles, strengthening interconnectedness, clarity, and decision-making across regions.

Growing the Learning Community

nRhythm's global learning community grew to almost **2,000 practitioners** across **51 countries**, each exploring regenerative design and the conditions for organizational health.

nRhythm's Internal Evolution: Launching Framework 2.0

A major internal milestone for 2024 was the release of **Framework 2.0**, an evolution from our original linear model to an infinity-loop representation of cyclical movement, energy, information, and regeneration. This shift reflects a core belief: organizations are not machines to be optimized, but living systems to be stewarded.

Assessment of Progress

(Required by C.R.S. § 7-101-507(2)(d))

As stated above, we use two forms of assessment: one external and one internal.

External Assessment: B Impact Assessment

We meet the legal requirement by completing the BIA, but we do not treat it as the core lens for success.

Our 2024 B Impact Assessment score was **56.3**, with category-level scores of:

- Governance: 16.0
- Workers: 18.5
- Community: 13.9
- Environment: 2.6
- Customers: 5.1

Internal Assessment: nRhythm OHA Results (2024)

Results from September 2024:

- **Overall OHA Score:** 4.00
- **Design:** 4.13
 - Context: 4.40
 - Structures: 4.50
 - Work: 3.50
- **Health:** 3.88
 - Energy Flow: 3.70
 - Information Cycle: 4.20
 - Network Connections: 3.40
 - Communication Cycle: 4.20
- **Receptivity:** 4.33
- **Trend:** 4.00

What These Results Tell Us

- We strengthened **Context** and **Structures**, clear indicators of healthy organizational design.
- **Network Connections** and **Energy Flow** dipped slightly, reflecting the pressures and realities of a small, high-demand team.
- The **Trend** score (4.00) shows overall system resilience and capacity to adapt.
- Framework 2.0 supported a more accurate understanding of how energy and information move through our own team.

In living systems, disturbances are not breakdowns; they reveal system needs. These results helped guide our priorities for 2025.

Challenges and Disturbances in 2024

Every living system experiences disturbance; it's a source of adaptation and evolution. In 2024 we encountered:

- **Short-term funding pressures** in client systems
- **Rigid governance and funder requirements** that conflicted with regenerative approaches
- **Program accessibility challenges**, especially for working adults
- **Capacity constraints**, as the demand for our work grew faster than our internal bandwidth

Each challenge helped refine our approach, deepen our empathy, and sharpen our design practices.

Continuing the Cycle

Framework 2.0 teaches that every organizational cycle feeds the next. The outcomes of 2024, namely new structures, deeper purpose alignment, clearer roles, healthier energy and information flows, are not endpoints. They are inputs for the next cycle of growth, learning, and regeneration. As we close this report, we honor the continual movement that defines living systems. nRhythm will keep cycling forward, designing, implementing, learning, and adapting, always in service of bringing more life into the way we work.