POSITION PROFILE

Chief Financial Officer
National Network of Abortion Funds
Remote
The National Network of Abortion Funds (NNAF) serves as a convener, support and megaphone for a diverse membership of 83 abortion funds.

NNAF is the only organization solely focused on building the capacity of abortion funds, their leaders, volunteers and callers. NNAF leads culture change and other movement-building work that addresses the systemic conditions that create the need for abortion funds in the first place. NNAF plays a critical role in the reproductive health, rights and justice movements because it fosters an authentic and radical community rooted in support and compassion.

NNAF builds power with members to remove financial and logistical barriers to abortion access by centering people who have abortions and organizing at the intersections of racial, economic, and reproductive justice.

NNAF envisions a world where every reproductive decision, including abortion, takes place in thriving communities that are safe, peaceful, and affordable. NNAF also envisions a world where all people have the power and resources to care for and affirm their bodies, identities, and health for themselves and their families—in all areas of their lives. NNAF aims to shift the conversation about abortion, to ensure it will become a real option, accessible without shame or judgment.

NNAF is comprised of a multi-racial, multi-religious, gender expansive staff of over 50, located across the United States. With an annual operating budget of $15 million, NNAF partners with 83 abortion funds, 1,500 individual members, and 40,000 supporters to help deliver access to abortion nationwide. Last year, 216,000 people contacted the network seeking assistance accessing abortions, and member funds were able to support 56,000 of them.
NNAF works to ensure its mission is met by adhering to the following values:

- **Intersectionality:** NNAF recognizes the interlocking and compounding systems of oppression. A comprehensive vision of justice for their communities must involve working towards economic, racial, gender, and reproductive justice.

- **Autonomy:** Every person has the non-negotiable human right to determine whether, when, and how to create family. People deserve unrestricted access to the rights, information, and resources to care for themselves and their families.

- **Collective Power:** NNAF is determined to build a base of shared power from the ground while standing alongside other movements in solidarity. People who are most directly and disproportionately impacted by structural barriers are the best architects of solutions that center their voices, experiences, and leadership.

- **Compassion:** NNAF advocates for a reduction of shame and an increase in compassion for people as they navigate life. Reproductive coercion, burdens, and barriers to reproductive healthcare are all forms of violence.

NNAF believes that funding abortion is an act of political power when politicians seek to limit access to care. Thus, NNAF seeks to strategically grow a direct service to organizing framework that builds on the relationships abortion funds have with callers to center and grow their leadership and power in the movement. And, as the uncertainty of the current sociopolitical climate necessitates both responsiveness and agility, NNAF has gradually invested more deeply in creating sustained opportunities for strategic engagement, centering regionality, radical collaboration and passes through more than a third of its budget to its member funds.

Their current **strategic plan** builds individual leaders, strong organizations, connective tissue among member organizations, partners and individuals and moves their base to incite cultural and political change.

For more information on The National Network of Abortion Funds please visit their [website](#).
THE OPPORTUNITY

The Chief Financial Officer (CFO) serves as NNAF’s senior financial position, providing leadership and oversight in matters pertaining to financial sustainability, and playing a critical role in creating sound financial strategy and management during a time of significant and exciting growth for NNAF and its network.

This position plans, manages and communicates all aspects of financial strategy and operations, budget preparation, financial reporting, payroll, and financial opportunity and risk management for NNAF. The CFO partners with other leaders throughout the organization to fulfill the organization’s mission.

Reporting to the Executive Director, the CFO provides direction and oversight to the Finance Department made up of five staff, directly supervises the Controller, and is the primary staff liaison to the Board’s Finance Committee.

The CFO will play a critical role in the development and implementation of the financial systems and strategies of the organization. As a member of the Executive Team, the CFO will provide financial and strategic support to the Executive Director, Executive Team, and the Board of Directors in order to support NNAF’s continued growth and trajectory.
THE OPPORTUNITY

Keys for success include:

- **Leading Financial Strategy:** This leader should be prepared to collaborate with NNAF staff and Board Members to conceptualize, develop, and implement long-term strategic priorities to expand NNAF’s impact and reach. They will assure NNAF’s financial viability, and continued growth, in order to continue to achieve its mission and vision.

- **Delivering Growth and Sustainability:** This leader should seek to actively scale NNAF’s financial operations and strategy in accordance with the organization’s growth, and partner with the Deputy Director of Development to grow NNAF’s reserves in order to assure the organization’s ability to continue to provide high impact partnerships nationally.

- **Participating in Collaborative Leadership:** This leader should demonstrate attentiveness, availability and willingness to invest in staff development and cohesion. They will work collaboratively to integrate services with all departments, staff and volunteers to deliver on NNAF’s impact.

- **Assisting with Engagement for Board Members:** This person should help to introduce new relationships and strengthen existing partnerships with Board Members and serve as a compelling and persuasive spokesperson for NNAF. This leader will play a critical role in the continued support and development of the Board, paying special attention to the continued efforts to develop financial acumen of the Board.

- **Embracing an Independent and Engaged Workplace:** This leader should be comfortable leading their function within the organization with autonomy. Similarly, this leader should model transparency, understanding, empathy, and respect for the entirety of the staff and support a culture of authenticity.

- **Commitment to NNAF’s Mission and Values:** This leader should be able to inspire trust and confidence in all constituents included in the NNAF network. This leader will display a familiarity and comfort when discussing issues relating to abortion, access to abortion, and reproductive justice. This leader will bring a values aligned lens to all of NNAF’s financial operations and policies.

Additionally, NNAF’s seeks the following qualities in all of its employees:

- Committed to abortion access and full reproductive health care for all.
- Committed to an intersectional framework that includes, but is not limited to gender, economic, and racial justice.
- Ability to enjoy collaboration and be a part of a dynamic, highly productive and integrated team; maintain flexibility and effectively manage ambiguity in a responsive work environment.
- Self-motivated, resourceful, creative, and able to work without significant day-to-day supervision.
- Open to giving and receiving feedback and committed to practicing this regularly.
- Belief in bucking the trend through progressive policies to create a new vision for our future.
- Appreciation of working with diverse staff and board in an organization committed to racial justice.
CANDIDATE PROFILE

The Chief Financial Officer of National Network of Abortion Funds will possess the following attributes and competencies:

PASSION FOR THE MISSION, CORE VALUES AND ABORTION ACCESS

The Chief Financial Officer will fully embrace the mission of NNAF and understand the full potential, power and impact of NNAF’s comprehensive vision of justice. An empathic, confident leader, the CFO will share a belief in and commitment to the removal of financial, logistical, cultural and political barriers to abortion access. The ideal candidate will have a vision for economic, racial, gender, and reproductive justice and will operationalize core values into their work. They will understand that the fiscal health and strategy of NNAF is inextricably linked to the health of the network and will show an aptitude for balancing and caring for both. They will also have an eye consistently focused on the future and how to best adapt the organization to potential changes. The CFO will have a collaborative spirit and will be a charismatic leader who treats all with respect. The ideal candidate will be an individual of unquestioned integrity, ethics and values; someone who can be trusted without reservation.

FINANCE EXPERTISE & BUSINESS ACUMEN

The CFO is a strategic, tactical and visionary finance leader with the ability to “deep dive” into the details of the organization while staying focused on the overall financial health of the organization. This leader must have proven experience in strategic forecasting and planning and in overseeing financial, accounting, compliance and risk management of a complex, multimillion dollar organization. This finance leader will bring a high level of intellectual strength and a curious, collaborative and creative mindset to the organization. As a strategic partner to the Executive Director, the CFO must be able to conceptualize and analyze both problems and solutions, identifying key metrics that will help the entire organization to improve performance towards achieving the mission. The Chief Financial Officer will have proven experience engaging with leaders and partners across a multitude of backgrounds, and will demonstrate the ability to engage effectively with the multi-racial, gender expansive and multi-faith communities that make up NNAF.
CANDIDATE PROFILE

STRATEGIC AND ADAPTIVE LEADERSHIP

As a strategic partner to the Executive Director, the CFO will have a growth and visioning stance to lead proactively through the significant financial growth ahead. The CFO will ideally have experience in a high growth, fast changing organization. They will be able to conceptualize and analyze problems and solutions in a proactive, constructive, creative manner that will result in improved performance across the organization. A great listener and sound problem solver with excellent reasoning skills, this executive has the ability to understand and deal with complexities with ease and creatively overcome obstacles to achieve goals. The CFO will execute for results while prioritizing relationships and process with equal priority. The CFO will have demonstrated experience establishing rapport and cultivating relationships across the entire organization, including partnering with an executive team, and all levels of internal staff. This leader will foster trust and collaboration among team members and will possess the ability to manage through change with flexibility and poise. The CFO will embrace the culture of NNAF, while always having an eye on how to foster best-in-class practices in a productive manner with colleagues.

BUILDING RELATIONSHIPS AND EFFECTIVE COMMUNICATION

The CFO must be able to build and sustain excellent relationships at multiple levels internally and with the various external constituencies including the Board of Directors, staff, community and a range of partner agencies and other institutions. They will demonstrate the ability to communicate financial concepts and knowledge in an accessible and effective way, building financial understanding across the organization. They will have a high level of emotional intelligence and patience with a demonstrated ability to quickly build trust and credibility with people. The CFO will also have the ability to foster an atmosphere of collaboration and partnership across departments and the organization. The CFO will be a proactive, transparent and persuasive communicator who can work effectively with people of different philosophies, backgrounds and cultures. An engaging and supportive executive, this leader will have a track record of motivating and inspiring others to achieve impact through creativity, teamwork and by leveraging individual strengths to meet organizational goals.
This is a full-time remote position.

NNAF offers excellent:

- medical,
- dental,
- wellness,
- retirement benefits, and
- paid family and medical leave, in addition to others.

The salary range for this opportunity is $115,000-$150,000. Salary is competitive and commensurate with experience.

Additionally, NNAF observes a 4-day work week, with the organization being closed on Fridays.
CONTACT

Marissa Delgado, George Theotokatos & Maureen Clancy of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit your materials. To make recommendations or to express your interest in this role please email:

NNAF@koyapartners.com

All inquiries and discussions will be considered strictly confidential.

NNAF is an equal opportunity employer and does not discriminate against any individual based on any non-merit factor, and is committed to an equitable workplace where everyone is treated as a respected and valued member of the team. In fact, NNAF actively seeks to build and maintain a diverse staff with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, and sexual orientation. As an organization working in solidarity with the reproductive justice movement, NNAF is committed to fostering the leadership and elevating the voices of women, young people, people of color, Native people, immigrant and refugees, low-income people, LGBQ+, and transgender, gender non-conforming, and non-binary people, people who have had abortions, people with disabilities, young parents, people who were formerly imprisoned, people who have received funding for abortions, and people living in the many intersections of these experiences. We encourage people from these communities to apply.

About Koya Partners

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Partners, visit www.koyapartners.com.