



Vega A. Tom

Qualifications Summary

Vega is a dynamic finance and operations professional with almost 20 years of accounting, finance and operations experience in the construction and non-profit sectors. She is experienced in working with organizations experiencing growth and change; developing budgets and forecasts, improving accounting systems, implementing systems and streamlining operations, bolstering human resources and planning strategically to support effective change management, growth, and sustainability. She has a passion for supporting mission-driven organizations in solving problems and helping them thrive.

Professional History

Native American Youth and Family Center	Director of Finance	2016 – 2018
Luna Jimenez Seminars & Associates	Chief Operating Officer	2015 – 2016
21info	Chief Financial Officer	2014 – 2015
World Pulse Voices	Chief Operations Officer	2013 – 2014
	Director of Finance & Administration	2012 – 2013
	Finance Manager	2010 – 2011
Fruit & Flower Childcare Center	Director of Finance & Administration	2009 – 2010
Hospice of Washington County	Bookkeeper	2005 – 2009
Grove Development	Office Manager	2001 – 2005

Accomplishments

- As Director of Finance at NAYA, developed FY2016 budget of \$10M and FY2017 of \$11M, based on roughly 200 grants and contracts, in the context of leadership transition.
- Implemented structural changes to the accounting platform, as well as improved systems and procedures for hiring, grant, and contract management and compliance.
- Cleaned up accounting to better reflect restricted, unrestricted, and capital funds as well as to better reflect departmental revenue and expense activity.
- Restructured debt and co-developed a cashflow tool to improve cash flow management.
- Secured \$170K in capacity building and technical assistance funds to support re-establishing volunteer program, improve asset management, and improve contract compliance.
- As CFO of 21info, reduced organizational debt from \$135K to zero in seven months.
- As COO of World Pulse, managed and coached the Leadership Team of four Directors for cohesive alignment between departments as well as individual professional development.
- Stabilized and grew organization by four-fold.
- Revised human resource manual, developed forms and procedures, and enhanced benefits to align with organizational practices and values.
- Developed a business plan for a tiered membership model to create a more sustainable stream of revenue.

Education and Certifications

- Bachelor of Arts in Political Science, Reed College
- MBA in Finance and Sustainability, University of Portland