



Marjorie Kittle

Qualifications Summary

Thoughtful, collaborative finance leader with twenty years of experience working with nonprofit organizations in times of change. Operational experience includes management of all accounting functions, investment and endowment reporting, grants management, contracts and leases, vendor management, and communication with executive management and audit/finance committees. Additional experience with coordination of federal and state tax filings.

Professional History

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| Washington Trails Association | Director of Finance and Operations | 2013 – 2019 |
| The Mountaineers | Accounting Manager | 2012 – 2013 |
| NPower Northwest | Director of Finance and Operations | 2009 – 2012 |
| EarthCorps | Director of Finance and Administration | 2002 – 2008 |
| Washington Works | Finance Manager | 1999 – 2001 |

Accomplishments

- Managed daily operations of finance and accounting, HR, and IT departments at multiple nonprofits.
- Developed personnel practices manual, accounting practices manual, investment policies, and gift acceptance policies for organizations experiencing rapid growth. Updated payroll services, internal communications, reporting processes, and compensation philosophy.
- Worked closely with Board Finance Committees and Investment Committees to improve information flow and role clarity between Board and staff.
- Recruited, screened and hired for multiple staff positions, including Executive Director, Finance Director, Program Manager and HR Generalist.

Education and Certifications

- Bachelor of Arts, University of Southern California
- Master of Business Administration – Public and Nonprofit Management, Boston University
- Certificate in Fundraising, University of Washington