



## Susan Pagels, CPA

### Qualifications Summary

Susan Pagels is an accomplished nonprofit finance and accounting professional with 10+ years of leadership. Recognized as a finance leader with an eye for detail, her strengths include creative problem solving, grant administration, and change management. She has focused on building and mentoring strong teams, improving systems, and forecasting for future growth and/or stability.

### Professional History

CFO Selections	Consultant	2026 – Present
The Praxis Project	Senior Director of Finance	2023 – 2026
W. Haywood Burns Institute	Director of Finance	2020 – 2022
Carpenters Industrial Council & United Brotherhood of Carpenters	Director of Finance	2015 – 2019
KNOVA Learning	Director of Finance & Operations	2014 – 2015

### Accomplishments

- Oversaw financial operations for nonprofit organizations with budgets of up to \$26M, ensuring strong fiscal management, compliance, and strategic alignment with organizational goals.
- Built and managed high-performing finance teams, providing mentorship, training, and professional development.
- Directed budgeting, forecasting, and long-term financial planning processes to support organizational sustainability.
- Managed complex funding structures, including 20+ fiscally sponsored projects and diverse grant portfolios.
- Implemented financial systems, internal controls, and process improvements for increased efficiency and compliance.
- Led audit preparation, IRS filings (including 990), and maintained strong relationships with auditors, funders, and boards.
- Developed financial tools, dashboards, and reporting systems to enhance transparency and support executive decision-making.

### Licenses / Education

- Certified Public Accountant (CPA), State of Oregon
- Bachelor of Arts in Business & European History, Linfield College
- Post-Baccalaureate Certificate in Accounting, Linfield College
- Member, American Institute of Certified Public Accountants (AICPA)