



## Mission Edge-

Empowering nonprofits to increase impact through expert HR, Executive Search, Accounting, and Fiscal Sponsorship services.



# Meet the Leadership Team



**Ken Davenport**

CO-FOUNDER & CEO



**Jeff Symington**

COO & FRACTIONAL CFO



**Kristen Wall**

CHIEF HUMAN RESOURCES OFFICER



**Cheryl Ellis**

SENIOR DIRECTOR OF CLIENT  
ACCOUNTING



**Clinton Wiese**

CONTROLLER



**Kasie Valenti**

DIRECTOR OF IMPACT AND INNOVATION





# Who We Are

## **A Nonprofit That Serves Nonprofits**

Mission Edge is a 501(c)(3) nonprofit operating with a social enterprise model. We combine deep sector expertise with comprehensive operational support — so mission-driven organizations can focus on what they do best.

**800+**

Nonprofits Served

**125K+**

Consulting Hours Provided

**\$7M+**

Operational Savings

**\$50M+**

Fiscal Sponsor Funds Invested



# OUR STORY

## Born from a Real Need



### **Founded in 2011**

CEO Ken Davenport identified a critical gap: nonprofits couldn't afford the quality accounting they needed to operate effectively.



### **Grew through trusted services**

The core accounting practice evolved to include Human Resources including Learning and Development, Fiscal Sponsorship, Corporate Social Responsibility and the Impact Lab program.



### **Nationwide reach**

From San Diego roots, Mission Edge now serves purpose-driven organizations across the entire country.



### **97% Charity Navigator Score**

Awarded a prestigious Four-Star rating, reflecting outstanding accountability and financial health.





## SERVICES AT A GLANCE

### Six Core Service Areas



#### Accounting

Outsourced nonprofit accounting & payroll



#### Human Resources

HR support, compliance, Executive Search, Learning & Development.



#### Fiscal Sponsorship

Tax-exempt infrastructure for emerging projects.



#### Executive Search

Recruiting top nonprofit leadership talent.



#### CSR Programs

Skills-based volunteering & corporate engagement.



#### Impact Lab

Free financial coaching for small business owners.





# Fiscal Sponsorship



## **Tax-Exempt Home for Projects**

Provides a legal, compliant tax-exempt umbrella so new initiatives can accept donations immediately.



## **Full Back-Office Support**

HR, payroll, benefits, legal review, and liability coverage all included.



## **Donor Confidence**

Funders give with confidence knowing donations are tax-deductible and properly managed.



## **Pathway to Independence**

Supports growth toward forming an independent 501(c)(3) when organizations are ready.

**\$50M+**

**in fiscal sponsor funds invested**

*"Mission Edge provided the foundational administrative assistance to help us get off the ground — and reach independent 501(c)(3) status in 2023."— Dyna Jones, BLISS Care Foundation*

# Human Resources



## HR Administration & Compliance

Policies, procedures, and compliance support tailored to nonprofit employment law.



## Organizational Development

Strategies to build strong, sustainable internal cultures and structures.



## Executive Search

Specialized recruitment of senior nonprofit leadership and executive talent.

***"Mission Edge provides world-class services with outstanding client relationships."***

**— Lori Holt Pfeiler, Habitat for Humanity San Diego**



# Human Resources

## HR Built for Nonprofits



### Regulatory Compliance

Stay current with nonprofit-specific employment law, labor regulations, and reporting requirements — so you never face unexpected penalties.



### HR Managed Services

Assign all or part of your HR functions to Mission Edge, reducing fixed labor costs while preserving workforce quality and staying mission-focused.



### Policies & Procedures

Formalize your HR infrastructure with custom handbooks, job descriptions, onboarding processes, and performance management frameworks.



### Organizational Development

Build sustainable cultures, strengthen leadership pipelines, and design structures that support long-term mission delivery.



### Leadership Consulting

Strategic guidance to help nonprofit leaders navigate change, manage teams effectively, and grow with confidence.





# Accounting Services



## Outsourced Bookkeeping

Day-to-day financial management handled by nonprofit-specialized accountants.



## Financial Reporting & Analysis

Clear, accurate reports that keep leadership informed and boards confident.



## Audit Preparation

Proactive support to ensure organizations are always audit-ready.

**\$7M+**  
**in operational savings delivered to clients**

## COMMUNITY PROGRAMS

### Impact Lab & CSR Programs



#### Impact Lab

A free virtual program supporting low-to-moderate income earners and people of color in growing their small businesses. Participants receive personalized CFO coaching, financial planning tools, mastermind sessions, and access to an alumni community. Designed to use small business ownership as a vehicle for upward economic mobility.

✓ 10 weeks · Free · Virtual · Open to entrepreneurs



#### Corporate Social Responsibility

Mission Edge connects corporations with nonprofits through skills-based volunteering and mentorship programs. Corporate teams complete meaningful projects for nonprofits, creating a win-win for both sectors. Partners have included San Diego Gas & Electric and the University of San Diego.

✓ Skills-based volunteering · Mentorship · Cross-sector collaboration



# Mission Edge Awards

- + San Diego Business Journal Best Places to Work 2022:  
*Ranked **No. 20** in Small Company Category*
- + SoCal Best Places to Work 2022:  
*Ranked **No. 12** in Small Company Category*
- + San Diego Business Journal Best Places to Work 2023:  
*Ranked **No. 26** in Small Company Category*
- + NPT's Best Nonprofits to Work For 2023:  
*Ranked **No. 10** in Best Overall*
- + NPT's Best Nonprofits to Work For 2023:  
*Ranked **No. 6** in Best Small Employer*
- + NPT's Best Nonprofits to Work For 2024:  
*Ranked **No. 26** in Best Overall*
- + NPT's Best Nonprofits to Work For 2024:  
*Ranked **No. 10** in Best Small Employer*

