

Nathan Hewitt

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Experience

Operations Strategist, Open Collective, Inc. (Mar. 2023–Apr. 2024)

- Facilitated executive strategic conversations and leveraged data-driven insights to develop and propose multiple actionable strategies, initially to implement new pricing and revenue streams, and later to refocus and drive revenue during a time of significant duress
- Guided ongoing communications with external stakeholders, including via the planning and execution of a five-day retreat for thirty core staff from four organizations and twelve countries
- Revamped business operations, including financial projections, customer support, bookkeeping, HR, cash/equity compensation, PTO, legal, insurance, and IP
- Developed robust community guidelines for online community of tens-of-thousands
- Managed an efficient, cross-functional team spanning operations and customer support
- Additionally served as Chief Operating Officer from Jan. to Apr. 2024, supporting the organization through a time of significant change

Program Manager, Open Collective Foundation (Oct. 2020–Mar. 2023)

- Developed complex policies on topics such as lobbying and political activity, collaborative grantmaking, and unrelated business activity in accordance with charitable law, affecting the day-to-day work of 500+ grassroots community organizations
- Managed payroll and HR for 10 core staff and 40+ fiscally sponsored project staff
- Handled complex financial and interpersonal challenges arising throughout rapid growth from \$5M (2020) to \$28M (2022) in annual revenue
- Co-devised an equitable, transparent, values-driven compensation formula for core staff
- Collaborated with legal counsel to develop and implement worker classification and individual grantmaking policies in a dynamic regulatory environment

Finance & Operations Manager, Donorly (interim, Dec. 2020–Sep. 2021)

- Built and implemented efficient and sustainable systems to manage contracts, AP/AR, state compliance, CRM migration, recruitment, onboarding, and more

Program Associate, Fractured Atlas (Feb. 2019–Nov. 2020)

- Supported artists' operations and fundraising efforts through 1:1 consultations, development of educational resources, and internal revision of fiscal sponsorship processes
- Spearheaded reorganization of team systems to ensure equitable division of labor

Education

University of Kentucky (2017, *summa cum laude*)

B.A., Arts Administration & B.M. Music Performance, Visual Studies minor

- Founder, Arts Administration Society
- Gaines Fellow in the Humanities

Publications and Presentations

Publications

- “Startups Have a Sellout Problem. There's a Better Way,” *WIRED* (2022)
- “How to Build Platforms that Our Movements Can Own,” *Nonprofit Quarterly* (2021)

Presentations

- “Transparency and Fiscal Sponsorship,” Fiscal Sponsor Conversations (2023)
- “The Future of Fiscal Sponsorship” and “Fiscal Sponsorship and the Solidarity Economy,” National Network of Fiscal Sponsors Annual Gathering (2022)
- “Digital Security Basics,” Association of Independents in Radio Webinar (2020)

Additional Information

Conferences & Trainings

Dweb Camp (four days, August 2024) ○ Hackers On Planet Earth (two days, 2024) ○ Penn Social Impact Accelerator (three days, 2024) ○ National Network of Fiscal Sponsors (two days, 2022 & 2023) ○ Aspiration Nonprofit Dev Summit (three days, 2023) ○ Unfinished (three days, 2022) ○ Nonprofit Finance, Northwestern University (14 hrs, 2020) ○ Digital Security, Tech Learning Collective (18 total hrs, 2019–2020) ○ StartingBloc Fellowship (five days, 2019)

Tool Proficiencies

Adobe Creative Suite, Airtable, Asana, Carta, Coda, Github, Google Workspace, Metabase, Microsoft Office, Notion, Quickbooks Online, Slack, Trello, and Typeform

Additional Interests

Activism, decentralization, digital literacy, music, mutual aid, online governance, sortition, zines

Community Work

Board Member, Social Impact Commons (2022-2024) ○ Advisory Board, Fiscal Sponsor Conversations (2022-2023) ○ Grant Reviewer, Unfunded List (2019–2021) ○ Delivery Volunteer, Invisible Hands (2020) ○ Gala Committee, American Indian Community House (2019–2020)