



Advisory-Led.
Systems-Forward.
Executive-Level.

*Built for organizations
that need answers,
not just reports.*



CBAccounting.net

WHO WE ARE

Financial Guidance for Complex, Growing Organizations



Structure, clarity, and insight. So you can lead with confidence.

Some organizations need more than accurate books. They need a partner who understands their industry, anticipates their challenges, and turns financial data into a tool for growth.

That's what CBA does. From foundational systems to strategic oversight, **we bring structure, insight, and steady guidance** to organizations that operate in complex environments and can't afford to guess.

We've built our practice around organizations others find complicated. **If your financial environment demands more, so do we.**

WHAT MAKES CBA DIFFERENT

Insight You Can Trust. Guidance You Can Act On.

Every engagement is designed to support decision-making, not just compliance. You'll work with specialists who understand your operations, your industry, and your goals, not just your ledger. From construction and law to nonprofits and government entities, we know the regulatory demands and reporting nuances that shape your environment. **And we translate all of it into practical insight, so leadership can act with clarity and confidence.**

WHO WE SERVE

Industry-Specific Expertise. Practical Insight.

We serve **nonprofits, construction companies, law firms, service-based organizations, and government entities.** Each comes with its own compliance demands, reporting nuances, and operational pressures. We understand all of them.

WHAT WE DO

A Full Spectrum of Financial Support

We combine strategic advisory with dependable operational support built around your goals. *Each engagement is tailored, because no two organizations are the same.*

STRATEGIC ADVISORY SERVICES



Fractional CFO Services: *Executive-level leadership without the full-time hire.*

Strategic guidance, capital planning, financial oversight, and the perspective of a seasoned CFO focused on long-term health, growth, and sound decision-making.



Financial Planning & Analysis (FP&A): *Budgets, cash flow, and scenario planning.*

Forecasting, KPI dashboards, and what-if analysis that transforms financial data into actionable insight and supports smarter planning.



System Evaluations, Integrations & Migrations: *The right systems, clean transitions.*

We evaluate your current systems, streamline integrations, and guide clean migrations so your financials run efficiently and support scalable growth.

OPERATIONAL SUPPORT SERVICES



Controllership: *Compliance, controls, and clean reporting.*

Oversight of financial reporting, compliance, internal controls, and risk mitigation to ensure accuracy, consistency, and audit-ready confidence.



Back-Office Support (BPO): *AP/AR, payroll support, and workflows.*

We streamline essential financial operations: invoicing, payables, payroll, and workflows, improving efficiency while reducing internal strain.



Transactional Accounting: *Accurate books and timely monthly close.*

A strong foundation matters. Clean data, reconciled accounts, and dependable monthly reporting power every advisory conversation and strategic decision.

LEADERSHIP

Our Leadership Team

CBA is led by an experienced, all-female leadership team grounded in expertise, collaboration, and thoughtful advisory guidance. Together, we bring clarity to complexity and help organizations move forward with confidence.



Karen Zuppa · Advanced CNAP · Founder & President

Strategic financial leader with over 30 years guiding organizations through growth, change, and complexity. Specializes in fractional CFO services, strategic planning, and complex system migrations and integrations.



Becky Ashcraft · Advanced CNAP · Director of Accounting

Accounting operations leader with over 15 years across private industry, financial services, and government. Provides technical guidance and ensures financial reporting is accurate, consistent, and aligned with best practices.



Roxanne Fitzgerald · Director of Strategic Operations

Operational leader with over 20 years of experience ensuring client services, internal systems, and workflows remain aligned and forward-focused. Leads initiatives spanning process refinement, system integration, and technology evaluation and implementation.

GET IN TOUCH

Let's Talk About What's Ahead.

Every strong advisory partnership begins with understanding. Tell us where you are, and we'll help you see what's possible. **Call 303.694.9631 or email info@cbaccounting.net to discuss next steps.**



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Based in Greenwood Village, CO; serving clients across the U.S.