



**CDFA**  
COMMUNITY DEVELOPMENT FINANCE AUTHORITY

# NH Community Development Finance Authority Champions Family-Friendly Innovations

## Investing In Communities And People: CDFA's Commitment to New Hampshire

**05/2024** - The Community Development Finance Authority (CDFA) invests an average of \$15 million annually through grants, loans, and New Hampshire state tax credit equity to support nonprofits, municipalities, and businesses. With decades of experience, CDFA is uniquely positioned to understand how other New Hampshire organizations operate and structure themselves. Moreover, CDFA not only invests in the community but also prioritizes their employees by implementing family-friendly policies. Their vision of a future New Hampshire that supports economically and socially resilient communities, where people want to live, work, and play, reflects their commitment to family-friendly practices within their own organization.

With roughly 20 employees, CDFA uses its resources to get creative in terms of its benefits programs and emphasis on being family friendly. The organization has embraced flexible and hybrid scheduling to support the work/life balance of staff. This includes two-three days of remote working per week and the opportunity to schedule in advance one week of working completely remotely. Benefits also include 12 weeks of maternity, paternity, adoption or foster care leave, and a flexible holiday schedule so two alternate days can be taken each year if schools do not have a holiday off. Additionally, their “babies at work” policy allows parents to bring infants to work who are seven months old or less and not yet crawling. The benefit of this policy is significant for parents and infants, allowing for additional bonding time, a greater support network and reduced childcare costs.

As an organization that regularly makes investments in other organizations, CDFA uses its financial acumen to benefit employees as well. The organization offers employees a tax free \$5,000 Flexible Spending Account (FSA) that can be used for childcare and other allowable purposes. CDFA takes

this benefit a step further through a new pilot program that provides a match for an additional \$2,100 in childcare or senior care expenses with the match being deposited into their retirement account. This mitigates the tax hit on the additional care expense.



Another benefit that reflects the organization's investment roots is a \$10,000 no interest loan for employees that can be used specifically for help with a housing deposit or a home down payment. And for those longer term CDFA employees, at the five-year mark they become eligible for a one-month sabbatical and at 10 years they can take a two-month sabbatical. Last, CDFA is working towards being designated as a Recovery Friendly workplace that supports individuals who may be experiencing substance use disorder as well as employees with family members who have a similar challenge.

CDFA is truly living its vision and demonstrating that small organizations can do big, bold things when it comes to being family friendly. Learn more about who they are and how they serve New Hampshire communities by visiting them [online](#).

## **About Community Development Finance Authority**

The Community Development Finance Authority is the financial engine that drives community economic development across New Hampshire. Created in 1983, CDFA has more than 35 years of experience effectively deploying technical and financial resources to help Granite State communities thrive. CDFA's innovative, collaborative and dynamic approach to development finance helps our partners to make transformational and sustainable changes.

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