

**ORGANIZATION:** Grace Farms Foundation  
**POSITION:** Chief Financial Officer  
**REPORTS TO:** Sharon Prince, President & Founder  
**LOCATION:** New Canaan, CT  
**INFORMATION:** [Website](#); [Annual Report](#)  
**TO APPLY:** Please send resume and cover letter to [GraceFarmsCFO@pbrsearch.com](mailto:GraceFarmsCFO@pbrsearch.com).

## **BACKGROUND**

Grace Farms Foundation's interdisciplinary humanitarian mission is to pursue peace through five initiatives — nature, arts, justice, community, and faith — and Grace Farms, a SANAA-designed site for convening people across sectors. Its stake in the ground is to end modern slavery and gender-based violence, and create more grace and peace in our local and global communities. As part of this work, Grace Farms recently launched Design for Freedom, a new movement to eradicate forced labor in the building materials supply chain.

The Foundation carries out its work through the publicly available facilities and integrated programs of Grace Farms, an 80-acre property owned and operated by the Foundation. Grace Farms was established as an essential platform for the Foundation, serving as a welcoming place where individuals, not-for-profit organizations, and government entities come together to collaborate for the common good.

With an entrepreneurial lens and leadership from best-in-class experts, Grace Farms Foundation's approach allows for people from different fields and perspectives to influence each other's conversations and work in a reflective yet dynamic manner, often driving new outcomes and breakthroughs that move the needle on some of today's most pressing humanitarian issues.

Grace Farms Foundation operates on a \$12M budget, supporting the daily operations of Grace Farms and the Foundation's local and global initiatives, including [Design for Freedom](#) and [Grace Farms Foods](#).

The Foundation's vision is led by [Sharon Prince](#) and currently operates with a staff of 70 people, but will grow to approximately 90 in the coming months.

## **POSITION**

Grace Farms Foundation has experienced extraordinary success and growth since its founding. Programming, events, staff, and infrastructure have all evolved and expanded dramatically in recent years. Looking ahead, the organization expects that growth will continue through both planned and unexpected opportunities at local, national, and international levels. As a result, the organization seeks a creative, strategic, forward-thinking, and entrepreneurial leader to serve as its founding chief financial officer. This person will be a key partner to the CEO and a thought-leader with the ability to tell the story of the Foundation's current and future work through a multi-faceted financial lens. The ideal candidate will be able to illuminate opportunities for the amplification and advancement of the Foundation's work and mitigate risks through proactive strategic financial planning, tracking, and projections; deep financial analysis and financial impact measurement; and clear communication of the current and future financial picture depending on a range of hypotheses and scenarios. The ideal candidate will be able to imagine new income and earned revenue sources, assess and analyze existing ones, identify and design new financial models if needed, and evaluate current revenue and expense lines through a social impact and sustainability lens. It is essential that the CFO be a proactive, creative thinker who is constantly looking ahead and is able to anticipate the CEO's need for specific, clear financial information so that financial impacts can be taken into account as organizational and programmatic decisions are made.

## **RESPONSIBILITIES**

- Partner with a visionary CEO to provide the financial map for the future of Grace Farms Foundation, taking into account a diverse range of data, programs, goals and past results. Utilize financial analysis and projection to tell the story of the Foundation's work and identify opportunities for amplification and growth.
- Serve as a key resource to the CEO and board of trustees on overall financial leadership of Grace Farms.
- Partner with executive leadership team members to analyze and assess new and future revenue streams.
- Serve as a forward-thinking leader who can identify opportunity gaps and increase efficiencies to maximize financial resources and earned revenue opportunities.
- Serve as a thought partner across the institution, but particularly to the CEO, as new programs and initiatives are created.
- Contribute to the formalization of the Foundation's grantmaking portfolio that serves local and national nonprofits.
- Present the Foundation through the lens of its financial data and key impact measurements, providing the CEO with the information she needs to make strategic decisions about organizational and programmatic growth.
- Supervise the finance team of three (controller, senior accountant, and accounts payable analyst) to ensure optimal effectiveness of staffing, systems, procedures, and operational activities within the department; provide guidance, as needed, to the team, and sustain a high performance and collaborative work environment.
- Oversee the financial and accounting operations of Grace Farms, including budgets and long-term financial planning, ensuring the institution has effective operational and financial procedures in place.
- Report quarterly to the finance committee and overall board on operations, cash flow, and the financial state of the institution.

## **QUALIFICATIONS**

- At least ten years of senior-level financial experience, ideally in a rapidly evolving institution that operates in a public space
- Demonstrated success with scaling programs and building the appropriate systems to support growth
- A thorough understanding of finance, membership models, and earned revenue; broad experience with the full range of business functions and systems, including strategic development and planning, budgeting, business analysis, finance, and information systems
- Excellent analytical skills and the ability to develop appropriate success metrics across all departments; a high level of comfort with complexity and nuance
- Ability to operate as an effective tactical partner as well as a strategic thinker
- Sophisticated personal presence, superior interpersonal skills, and a high level of emotional intelligence, with a proven ability to successfully engage with a variety of stakeholders
- Strong written and verbal communication skills and an inclusive, transparent communication style that fosters cooperation and teamwork
- A proven track record of leading with diplomacy, integrity, and sound judgment, as well as a sense of humor and humility
- Experience effectively developing, managing and leading a goal-oriented staff, empowering a culture of collaboration and high performance
- A positive attitude and self-directed and entrepreneurial work style
- Bachelor's degree required; advanced degree (such as an MBA) or equivalent record of continuing professional development preferred

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