

ORGANIZATION: Grace Farms Foundation
POSITION: Chief Financial Officer
REPORTS TO: Sharon Prince, CEO and Founder
LOCATION: New Canaan, CT
INFORMATION: [Website](#); [Annual Report](#)
TO APPLY: Please send resume and cover letter to 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 serves as a welcoming place where individuals, not-for-profit organizations, and government entities come together to collaborate for the common good.

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 the Foundation currently operates with a staff of just under 100 people.

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 first chief financial officer. This person will be a key partner to the CEO 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 articulate the financial opportunities in new initiatives and mitigate risks through proactive strategic financial planning, tracking, and projections; provide deep financial analysis and financial impact measurement; and clearly communicate the current and future financial picture depending on a range of hypotheses and scenarios. The ideal candidate will assess and analyze existing revenue sources design new financial models as needed, and evaluate the organization's finances through a social impact and sustainability lens. The CFO will be a proactive, strategic thinker able to provide the financial lens for organizational and programmatic decisions.

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.
- Serve as a key resource to the CEO and board of trustees on the overall financial leadership of Grace Farms.
- Partner with executive leadership team members to analyze and assess new and future revenue streams. Serve as a strategic partner to colleagues in advancement and strategic partnerships when analyzing revenue streams, grants, and sponsorships.
- Serve as a forward-thinking leader who can identify opportunity gaps and increase efficiencies to maximize financial resources and earned revenue opportunities.

- 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.
- Serve as a resource and partner to the Design for Freedom team as issues related to the movement are considered through the lenses of business and finance.
- Oversee contract administration, including reviewing contracts, signing contracts as an officer of the company, and creating templates for use with vendors and contractors.
- Oversee the administration of the 403(b) plan, in partnership with human resources, the financial advisor, and third party administrators.
- Supervise the finance team 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
- Experience with a nonprofit, either at the leadership or board level, strongly preferred
- A thorough understanding of finance, membership models, and earned revenue; broad experience with budgeting, business analysis, finance, and information systems
- Excellent analytical skills and the ability to develop appropriate financial success metrics across all departments; a high level of comfort with complexity and nuance
- 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; MBA (or equivalent record of continuing professional development) highly preferred

COMPENSATION

- Salary range \$180K – \$225K
- Competitive benefits package

Grace Farms Foundation is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, Grace Farms Foundation will provide reasonable accommodations for qualified individuals with disabilities.