

# LEADERSHIP PROFILE



## Chief Financial Officer (CFO)

### CHRIS Kids

Atlanta, Georgia

**Healing children. Strengthening families. Building community.**

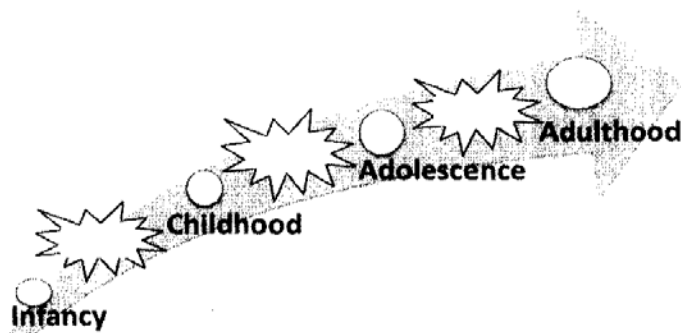
--Mission of CHRIS Kids

### THE ORGANIZATION



Since 1981, CHRIS Kids has delivered a broad continuum of critical services to children, youth and families. The organization's work is guided by the voices of the people it serves. CHRIS Kids offers a hand up that helps people help themselves, in times of crisis and across a lifetime. CHRIS is an acronym for the organization's core values: Creativity, Honor, Respect, Integrity, Safety.

Known as a pioneer and innovator in child and family welfare, the \$7 million organization is thriving and transforming, while at the same time challenged by the economy and the changing funding environment. Earlier this year, national re-accreditation of CHRIS Kids was fast-tracked based on the strength of the organization and its leadership.



#### GOALS

- Safety
- Permanency
- Family & Child Well Being
- Strong Families
- Strong Adults
- Self Sufficiency
- Inclusiveness

CHRIS Kids is in the process of concluding a \$12.1 million capital campaign to create supportive housing for youth aging out of foster care. CHRIS Kids' Earthcraft-certified Summit Trail complex will accommodate over 40 youth including single parents. A LEED-certified services building will house the CHRIS Counseling Center, which ranks in the top 10 percentile among counseling centers in Georgia.

CHRIS Kids has a bold vision of innovation and impact. The organization plans to deliver transformative services with measurable impact to over 3000 children and families a year.

### CHRIS KIDS VISION

CHRIS Kids is Georgia's leader and innovator in child and family welfare. We empower kids and families who might otherwise be left behind to overcome challenges and live productive lives.

During this unique time in its history, CHRIS Kids is transforming in order to:

- Facilitate broader-scale delivery of its programs and services to children and families—helping to create permanent and positive life solutions.
- Provide innovation and leadership in a changing and complex social-service and funding environment.
- Build a cohesive, energized senior management team and organization-wide operating environment.

More information about CHRIS Kids is available at [www.chriskids.org](http://www.chriskids.org).

### THE OPPORTUNITY

**To help drive the promise, opportunities and challenges of its transformation, CHRIS Kids is recruiting a new CFO.**

Reporting to the CEO, the Chief Financial Officer will serve as a member of the Senior Management Team and key advisor to the CEO, COO, peer colleagues and Board of Directors. She or he will play a critical role in leading the organization.

The new CFO will provide strategic leadership, analysis and reporting for finance and accounting, banking, budgeting and financial reporting, property management, procurement, and information technology (IT). The CFO is responsible for leading, managing and mentoring these teams, and for working across the organization in support of colleagues, the mission and vision of CHRIS Kids.



## RELATIONSHIPS

The Chief Financial Officer will lead and manage a staff of approximately five. Key relationships:

<b>Reports to:</b>	<b>Chief Executive Officer</b>
Peers and key colleagues:	<ul style="list-style-type: none"> <li>▪ Chief Operating Officer</li> <li>▪ Director of Development</li> <li>▪ Program Directors</li> <li>▪ Human Resources Manager</li> </ul>
Direct reports in the areas of:	<ul style="list-style-type: none"> <li>▪ Accounting</li> <li>▪ Facilities Management</li> <li>▪ IT</li> <li>▪ Contracts</li> </ul>
Other relationships:	<p><u>Internal</u>            The CFO serves as a trusted resource for financial and business affairs for colleagues and staff, the Board Finance and Audit Committee, and the Board of Directors.</p> <p><u>External</u>            The CFO develops and manages relationships and contacts with funders including the government and foundations; and with the auditors, financial institutions, suppliers and vendors.</p>

## LOCATION

The CFO is based at CHRIS Kids' office in Atlanta, Georgia.

## KEY RESPONSIBILITIES

The CFO's principal responsibilities fall into three categories: financial management; leadership and management; and operations including IT.

**1. Financial Management.** Lead and elevate financial operations, reporting and analysis.

- Lead organization-wide accounting and practice sound financial policies, procedures and implementation.
- Manage and monitor income and expense projections, reporting and performance, recommending appropriate adjustments when necessary.
- Create and implement timely financial reporting that facilitates decision making.

- Serve as primary staff support for the Board Finance Committee and the annual audit.
- Provide assistance, training and collegial support to managers in other parts of the organization.

**2. Leadership and Management.** Advance organizational progress through strategic leadership, team management and strong relationship building across the organization.



- As a member of the Senior Management Team, drive decision-making which enables CHRIS Kids to make progress in its mission and vision.
- Manage positive relationships and communications with staff and colleagues throughout the organization to inspire and motivate effective collaboration and

commitment.

- Provide financial analysis and planning as part of long-range strategic planning and budgeting.

**3. Operations.** Lead and manage facilities and IT, applying expertise in business systems, processes and technology.

- Lead the conversion to Blackbaud technology systems for finance and fundraising.
- Constantly suggest and lead business process and technology improvements.
- Manage all general business services including procurement, property management, contracts and risk management.
- Administer all financial and operational matters.
- Keep abreast of current trends in business and industry.



## THE CANDIDATE

CHRIS Kids is an equal opportunity employer, and respecting diversity is a strong value. The ideal CFO candidate will have a strong financial and IT background, ideally in both nonprofit and corporate settings. The CFO will have outstanding interpersonal and team skills, and passion for the mission of CHRIS Kids.



The following assets are of special interest:

- A broad strategic perspective, with demonstrated acumen in financial analysis, budgeting, projections and systems.
- Proven skills as a team player and collaborative leader.
- A track record of building, managing and mentoring high-performing teams.
- Innovative in problem solving, idea generation and management style.
- Appreciative and welcoming of all kinds of diversity.
- An approach that is open, collaborative and accessible.
- Passion for the mission and purposes of CHRIS Kids.
- Superior communications skills and ability to identify and bring forward issues and opportunities.
- Passion for continuing improvement, both personal and organizational.
- A good sense of humor.

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*For potential consideration or to suggest a prospective candidate, please email [chriskids@boardwalkconsulting.com](mailto:chriskids@boardwalkconsulting.com)*

