



BELLOAKS
EXECUTIVE SEARCH

Families
First

POSITION: Chief Financial Officer (CFO)
LOCATION: 80 Joseph E. Lowery Blvd NW, Atlanta, GA
CLIENT: Families First

About Families First:

Our client is Georgia's leading nonprofit family service agency. They assist over 37,000 children and families each year and have been serving metro Atlanta for 128 years. Their *mission is to ensure the success of children in jeopardy by empowering families.*

Everything our client does is about strengthening families—all kinds of families with all kinds of needs. They foster strong communities by delivering empowering and sustainable solutions to children and families—solutions that improve child well-being and family self-sufficiency. Our client accomplishes this by *focusing on three impact areas:*

- Child & Youth Permanency – to ensure long-term stability and support, they provide adoption, foster care and residential group homes for children whose lives have been disrupted.
- Family Sustainability & Empowerment – they work collaboratively with other organizations to provide self-sufficiency through housing and supportive services for chronically homeless families.
- Healthy Families & Relationships – they offer training and affordable counseling solutions to equip parents and families with critical skills to build healthy and strong relationships.

Our client is seeking a candidate who shares their deep-seated passion for the mission, vision, and impact of the agency.

Position Description:

The Chief Financial Officer (CFO) will report directly to the CEO and serve as a member of the senior management team leading the agency's efforts to be a service and policy leader in the child welfare arena. The CFO is responsible for directing the fiscal functions of the agency in accordance with generally accepted accounting principles issued by the Financial Accounting Standards Board and other regulatory and advisory organizations and in accordance with financial management techniques and practices appropriate within the non-profit arena and for similar size organizations. Families First is absolutely committed to quality customer service, proper stewardship of funding, implementing best practices, leading innovation in the delivery

of services, strategic partnerships and results-based leadership. Families First's total assets were valued at \$38 million including \$15.8 million worth of investments as of June 2018, and a yearly operating budget of \$9 million for Fiscal year 2018-2019.

The CFO will oversee the Finance/Accounting Department consisting of three (3) staff members. The CFO will lead this talented team in achieving department and agency goals as well as contract deliverables. The CFO will also be responsible for partnering with senior management to establish standards and best practices that support the agency's strategic plan, as well as managing the overall financial reporting of the agency. This includes developing budgets and timely, accurate monthly financial statements that compare actual to budget for the current month and the year-to-date; analyze and react to negative variances and develop recommendations for improvements.

As a part of the senior management team, the CFO will be expected to represent the Agency to financial partners, including financial institutions, investors, foundation executives, and auditors, and remain up to date on nonprofit audit best practices and state and federal law regarding nonprofit operations.

Other key responsibilities include:

- Work closely with CEO and Department Heads to ensure a comprehensive understanding of all financial results reported and how to leverage information reported to better drive financial results.
- Work closely with Finance Committee, Audit Committee, Board of Directors, Endowment Committee, External Auditors and Retirement Plan Vendor, and C Suite team regarding finance, property and pension/401(k) responsibilities.
- Forecast capital, facilities and staff requirements; identify monetary resources and develop action plans.
- Establish operational finance strategies by evaluating trends and program cost benefits.
- Identify and implement opportunities for cost reduction and system enhancements.
- Maintain all banking and risk management relationships and ensure compliance to covenants and conditions.
- Manage the Treasury function.
- Monitor compliance with various grant record keeping and billing requirements in alignment with A-133 guidelines.
- Provide mentoring and growth counseling to direct reports and ensure staff is properly trained and cross-trained.
- Oversee pension/401(k) plan including interface with external vendor and annual audit.

Qualifications

- At least ten (10) years of progressive financial experience, preferably with a nonprofit with A-133 audit experience.
- Master's Degree in Accounting or Finance; MBA or CPA strongly preferred.

- Minimum five (5) years of experience in a management or leadership role.
- Prior experience in Fund Accounting.
- Must understand and conduct business consistent with the agency's mission and guiding principles.
- Strategic focus and experience managing finance (accounting, budgeting, internal controls and reporting) for a nonprofit with multiple funding sources including government (state and federal) contracts.
- Experience in real estate and New Markets Tax Credits transactions preferred.
- Applicants must be proficient in Word, Excel, Financial Edge, and Raiser's Edge software or other comparable fund accounting software for nonprofits.

CONTACT

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