CHRISTIAN CHURCH FOUNDATION

Helping Disciples Make a Difference

Position Posting: Chief Financial Officer

The Christian Church Foundation, Inc. (Foundation) serves the mission of the Christian Church (Disciples of Christ) by stewarding charitable gifts, endowments, and long-term assets that support congregations, ministry partners, and church-related organizations. With more than $1.3B in assets under management, the Foundation provides planned gift counsel and administration and investment services to advance faithful stewardship. The Foundation is committed to excellence, partnership, integrity, stewardship, and fiduciary responsibility - ensuring donor intent is honored and resources are deployed for enduring impact. The Foundation collaborates closely across the Church to translate generosity into lasting ministry.

The Chief Financial Officer (CFO) will provide executive leadership for the Foundation's financial strategy, fiduciary responsibility, and long-term sustainability. Reporting to the President and serving as a key advisor to the Board of Directors, the CFO serves as Treasurer of the Corporation and oversees accounting, financial planning and analysis, treasury, audit, internal controls, and administrative systems. The CFO partners closely with other senior leaders to deliver accurate, timely financial reporting and excellent donor- and ministry-facing service. The role also provides executive oversight of planned/complex gift administration and treasury services, fostering a culture of stewardship, innovation, and continuous improvement.

Key Responsibilities

Financial Stewardship

- Provide executive oversight for all finance, accounting, treasury operations and financial reporting systems, ensuring compliance with U.S. Generally Accepted Accounting Principles (GAAP), nonprofit best practices, regulatory requirements, and audit requirements.
- Oversee accounts, ledgers, and reporting systems with strong internal control safeguards, as managed by the Controller and Assistant Controller.
- Directs the preparation, review and analysis of financial reports to ensure accuracy, clarity, and transparency in compliance with GAAP and guidelines established by management and the Board of Directors, including oversight of annual independent audit.
- Communicate financial information in an accessible way that helps to identify meaningful trends, risks, and opportunities that inform strategic decision-making.
- Develop and maintain multi-year financial models; monitor financial performance and trends; and lead long-term financial planning to support strategic initiatives.
- Monitor and refine internal controls to safeguard assets while driving efficiency and effectiveness of financial processes.
- Serve as executive liaison with external auditors, banking professionals, and regulators.
- Oversee the preparation, presentation, and management of the annual operating budget and reserves, in alignment with the Foundation's strategic priorities.
- Collaborate with Investment Services to ensure accurate accounting and reporting of investment activity.

Strategic & Organizational Leadership

- Contribute to executive leadership discussions by bringing thoughtful financial analysis, disciplined reasoning, and enterprise-level perspective to shape and execute organizational strategy.
- Champion data-informed decision-making across departments.
- Serve as internal consultant to the President on financial and administrative matters.
- Foster a culture of innovation and continuous process/system improvement; stay current with accounting, tax, investment, and philanthropic trends.
- Lead, mentor, and develop a small team of finance and accounting professionals by fostering accountability, setting clear goals, and modeling empathy and thoughtful problem-solving.

Planned Gift Administration

- Provide executive oversight of planned gift administration and estate-related assets.
- Partner with development team to align donor intent, financial stewardship, and operational capabilities.
- Ensure appropriate controls, valuation, and reporting for trusts, charitable gift instruments, and donor-advised funds.

Board, Donor, and Partner Engagement

- Prepare and present clear financial reports to the Board and its committees.
- Resource Board committees with accurate data and thoughtful financial analysis, ensuring compliance with charters and Board policies.
- Communicate proactively with Board, donors, ministry partners, and vendors to build trust and advance stewardship, translating, where needed, complex financial information for non-financial audiences.

Information Technology

- Oversee I.T. strategy, systems, and vendors, ensuring financial, donor, and operational systems are secure, reliable, and appropriately integrated.
- Manage I.T. budget, cybersecurity risk, and long-term technology plan.

As organizational needs evolve, additional responsibilities may be assigned in coordination with the President.

Qualification & Experience

- Bachelor's degree in accounting, finance, business, or related field; CPA preferred.
- 10–15+ years of progressively responsible finance experience, including 5+ years in a senior leadership role (e.g., CFO, VP Finance, Controller); nonprofit/foundation experience highly preferred.
- Experience managing high-performing teams of 3-5 professionals in a hybrid or remote environment.
- Deep knowledge of GAAP, nonprofit/fund accounting, internal controls, audit, financial reporting, and governance.
- Demonstrated ability to lead systems improvements, digitize workflows, and leverage technology for scale and accuracy.

- High emotional intelligence, integrity, sound judgment, and the ability to lead through influence in a collaborative, mission-driven environment.
- Advanced financial analysis and problem-solving skills with the ability to develop financial models, dashboards, and data visualizations.
- Ability to communicate complex financial information with clarity and sensitivity to non-financial audiences, translating complex financial data into meaningful metrics, models, and visuals that enable staff, board, and church partners to understand trends, risks, and opportunities.
- Experience with endowments, pooled investment funds, charitable trusts, and donor-advised funds preferred.
- Experience partnering with development/planned giving teams on complex gifts.
- Familiarity with or working alongside faith-based organizations, denominations, or foundations is a plus.
- Commitment to the mission and values of the Christian Church Foundation and respect for donor intent and ministry partners.
- Appreciation for the Christian Church (Disciples of Christ) identity, "to be a movement for wholeness in a fragmented world," with the ability to build trusting relationships and collaborate effectively within the wider church context.

The Foundation's office is based in Indianapolis, IN and allows for a hybrid work environment (part in-office, part remote). Employees receive a competitive salary and excellent benefits including ongoing professional development, company paid health/dental/vision insurance, pension, and paid parking. Interested candidates should email a cover letter, résumé, compensation history, and daytime phone number to CCF Employment at the email address: employment@ccf.disciples.org. Candidates will be reviewed on a rolling basis and applications will be considered until the position is filled.

You can learn more about the Foundation at www.christianchurchfoundation.org.