



Chief Financial Officer

The Opportunity

The CFO will report to the CEO and will be a member of the Executive Team. S/he will have a **close working relationship with the CEO** where each relies on the other, and together they will form a partnership that will support the other functions on the Executive Leadership Team.

The Chief Financial Officer at Gleaners Community Food Bank has the ability to **improve thousands of lives in southeastern Michigan**. The five-county area served by the Food Bank is home to over 600,000 food insecure people, and 68% of the people served live at or below the official poverty level. With executive leadership, the CFO will integrate the finance function with the work of the entire organization, to promote stability, health, and empowerment for the hundreds of thousands served across the region.

Timing presents a tremendous opportunity for the new Chief Financial Officer. The Food Bank has earned enthusiastic support from the organization's major donors and has plans for exciting fundraising initiatives on the horizon. The CFO will play a key role in planning for the future, not only to ensure that funds are used efficiently, but to strategize creative approaches to meet the ever-changing needs of the food insecure of southeast Michigan.

The Food Bank has been guided for over six years by Gerry Brisson, a well-respected community leader who has cultivated deep relationships over time with Detroit's leaders. The incoming CFO will be a **committed member of the executive leadership team**, going beyond finance to delve into the business of the organization. His or her expertise will provide insight that guides the food bank towards efficient, inventive solutions. Curiosity and an entrepreneurial spirit will drive this team member to shape the organization for success.

The new Chief Financial Officer will use business and strategic acumen to impact the business of Gleaners Community Food Bank—and in turn, **impact the entire community**. Every day is a new opportunity to guide the Food Bank as it evolves to serve the community. This CFO will communicate and collaborate with the executive leadership team to fulfill the organization's vision.

Every member of the Gleaners team fully embraces—and is driven by—**the organization's worthy mission**. The Chief Financial Officer joining this team will find passion in his or her colleagues, and a rewarding purpose in the work.

Gleaners is searching for a CFO who has a decided **strategic focus and can partner with the CEO** to provide the Executive Leadership Team and the Board not just the numbers but advice and direction that comes from a deep understanding of the organizations financial and key performance indicators.

The new Chief Financial Officer will enjoy the benefits of an organization that has **earned a trusted reputation over decades of service** and is recognized as an important community pillar. Gleaners Community Food Bank was honored to be named the 2019 Food Bank of the Year by Feeding America—an award recognizing its courageous, adaptive leadership; strategically and innovatively driven decision making; and collaborative partnerships.

About Gleaners Community Food Bank

Mission: We exist to provide households with access to sufficient, nutritious food, and related resources. We accomplish this through collaboration, efficient operations, education, and innovative solutions to achieve a hunger-free community in southeast Michigan.

Vision: To end hunger in southeast Michigan.

Founded in 1977, Gleaners Community Food Bank is leading the charge against hunger in southeast Michigan; it was named the 2019 [Food Bank of the Year](#) by Feeding America, the nation's largest domestic hunger-relief organization. The Food Bank also earned the "Innovation Center for U.S. Dairy's Outstanding Community Impact Award" for its phenomenal work in enriching lives with access to fresh milk.



Gleaners Community Food Bank operates a wide range of programs to fulfill its mission of ending hunger.

- Delivers three million meals per month through efficient donation, collection, and sorting processes paired with a distribution network focused on bringing food closer to those in need, saving member agencies time and money they can use toward helping local neighbors.
- Collaborates with farsighted donors and partners—including Kroger, Henry Ford Health Systems, the United Dairy Industry of Michigan, and Michigan Department of Education—to develop creative food security solutions: meeting our neighbors where they are, providing greater access to nutritious foods, reducing food waste, and more.
- Operates programming for schools, such as the School Food Mobile Pantry, which serves schools that lack convenient emergency food access points; Best Food Forward, a school-based initiative exploring how food security affects educational outcomes; and Backpack Program sites, which fed 5,450 children at 69 schools year-round in 2018.
- Reshapes emergency food access to fresh produce for food-insecure consumers through retail-like neighborhood produce market experiences at both existing agency and program partners, as well as through new distribution models.
- Pilots initiatives—like its cutting-edge Healthy Food Home Delivery Program—to better serve food-insecure customers with complex health needs.
- Offers a "Cooking Matters" program, which helped 5,655 graduates save an average of \$260 per year through improved food management skills—equating to a \$1.47 million economic benefit to households.
- Encourages education and community engagement initiatives, including Gleaners' Garden, which teaches nutrition through gardening, and Kids Helping Kids, which focuses on empowering young students to make big changes at any level.
- Provides meaningful volunteer opportunities for people who want to give back to their community—in 2018, volunteers contributed 152,256 hours toward fulfilling Gleaners' mission, the equivalent of 74 full-time employees.
- Avails the community to free, online educational resources centered around healthy eating habits, food safety, nutrition, and recipes in both English and Spanish.

Food banks are an essential service provider, and Gleaners is mobilizing quickly to meet changing and growing needs in light of the current COVID-19 pandemic. Current efforts include:

- Extended hours at its Detroit warehouse, including Saturday hours, to provide food to its distributing partner organizations.
- Increased drive-thru food distributions, which allow families to remain in their vehicles to follow social distancing guidelines, protecting their health while receiving the food they need.
- Mobile food distributions at or near schools, to supplement what children who qualify for free and reduced school lunches would normally receive in school.
- Virtual food drives to raise money for the Food Bank while keeping community members safe at home as much as possible.

Gleaners Community Food Bank is headquartered in Detroit; the organization operates five distribution centers and partners with hundreds of community organizations, including schools, soup kitchens, pantries, shelters, and more.

Key Job Functions

Budgeting and Forecasting – Develops plans and budgets to guide management decisions and improve financial results. Tracks, measures, evaluates, and forecasts financial results to assure that the organization has sufficient funds and liquidity to operate; identifies needs and trends; analyzes capital needs and expenditures; and negotiates credit with banks.

Financial Operations – Oversees financial team, including accounting, inventory control, AR, AP, and IT functions. Reviews and tracks organization's contracts, leases, and other agreements with financial and budget implications. Provides information management support by approving hardware and software concepts and technology.

Business Operations Planning – Develops and utilizes forward-looking, predictive models and activity-based financial analyses to provide insight into the organization's operations and business plans and drives productivity improvements throughout the Food Bank. Provides insight into best operating practices for social service and/or basic needs nonprofit organizations and effectively shares those insights with relevant stakeholders. Provides framework for supporting benchmarking, establishing key performance indicators and working baselines, and tracking progress against a structured accountability matrix.

Financial Reporting and Audits– Prepares reports that summarize and forecast company business activity and financial position in areas of income, expenses, and cash flow based on past, present, and expected operations. Provides the President, Gleaners' leadership team, the board, and the finance committee with timely and accurate reviews of financial position and progress as related to the approved budget. Leads the annual financial statement audit, as well as other audits should they arise. Ensures financial reporting and accounting adhere to new or changed standards. Leads the annual effort to complete IRS Form 990.

Compliance and Regulation – Protects assets by establishing policies; develops and manages credit procedures; establishes and enforces internal controls. Ensures compliance with regulatory requirements by approving and filing statements and reports; files returns, ensuring tax regulations are adhered to and systems are in place.

Executive Leadership – Serves as a business advisor and partner to executive and senior leadership teams. Provides thought leadership and maintains knowledge of food bank operations nationally, incorporating best practices into Gleaners' practices. Leads business re-engineering to ensure efficient and effective operations. Reports on not just what has happened from financials but will report the trends that are actionable for the Executive Leadership Team. The Executive Leadership Team will be able to make informed business decisions that further the mission of the organization. Participates in executive-level strategy policymaking, decision-making and advising the CEO and other executives on matters pertaining to business operations.

Board and External Relations – Creates and presents materials to the board, finance committee, and audit committees, including performance, filings, and financial/business issues. Represents the organization to financial partners, including financial institutions, investors, foundation executives, auditors, donors, and public officials.

Position Competencies and Skills

- Possesses knowledge of GAAP and financial standards and has **financial acumen**
- **Communicates effectively** – verbal, written, presentation, and **informing** skills
- Has a **strategic mindset** in managing the business
- Provides sound **business insight** and **decision quality** to the business and executive team
- **Builds effective teams, manages complexity, and ensures accountability**
- **Drives engagement**
- Employs **organizational savvy** to accomplish strategic objectives and initiatives
- Drives the organization based on **vision and purpose**

Required Qualifications

- Bachelor's degree in accounting, finance, business administration, or related field or equivalent knowledge and experience.
- Five years experience as VP Finance or equivalent with a minimum budget of \$10M. Experience will include partnering with the executive team resulting in progressive business development strategies.

Desired Qualifications

- CPA and MBA. Experience managing the IT function. Experience with nonprofit and human services organizations is very desirable, including experience with capital campaigns. Experience with food banks and food distribution is also highly valued.

Application Process

Benefactor Group is pleased to be assisting Gleaners Community Food Bank with this search. To learn more about Gleaners, go to <https://www.gcfb.org/>

Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

Ron Guisinger
Vice President

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

About Detroit

[Detroit](#) is more than the Motor City; its reputation as a rich hub of music, sports, entertainment, business, culture, art, and food continues to grow. This [metro area](#) caters to a wide range of interests. And, as the home to top healthcare and financial companies—and with job growth across numerous sectors—the city offers a solid economy and energetic workforce.



For the second time in history, Detroit is defining how the world [moves](#).

Thriving City, with an Affordable Cost of Living

Detroit boasts cultural hotspots, plentiful public spaces, diverse opportunities for recreation, and a [bright economic future](#). The city currently has its lowest unemployment rates since 2000; and it is on track to achieve its longest stretch of job growth since 1939. Lonely Planet recently named Detroit as the only U.S. city on its “Top 10 Global Cities” list. All that—for a [cost of living](#) that is lower than the national average.

Arts, Culture, and Cuisine Hubs

Michigan’s largest city is brimming with opportunities to experience art, culture, recreation, and cuisine. Residents can...

- Tour 100+ galleries in the historic Detroit Institute for the Arts, one of the top 25 museums in the country, according to [Business Insider](#).
- Pay a visit to Detroit’s performing arts spaces: from the famous Fox Theater, to the Music Hall Center for the Performing Arts, to the Detroit Repertory Theatre.
- Spend a day at the Michigan Science Center, with 250+ hands-on exhibits, live stage shows, a 4-D theater, a Planetarium, lab activities, and more.
- Explore the Eastern Market, a community market open year-round with offerings from 225 vendors. An average of 40,000 visitors flock to the Market each Saturday.
- Catch a Detroit Tigers game at Comerica Park.

Detroit, named an “Unexpected City for the Food Lover” by [National Geographic](#), is home to the famous Detroit-Style Pizza; other local favorites include Coney Island hot dogs, paczkis, and Boston Coolers. In addition, global flavors frequent the columns of Detroit’s numerous [foodie guides](#).

Nature Oases



The Detroit metro area provides ample nature preserves and state parks. Notable green spaces include the beautiful Anna Scripps Whitcomb Conservatory and Belle Isle Park, the largest city-owned park in the U.S. The William G. Milliken State Park and Harbor, located along the Detroit riverfront, boasts 31 acres of paved trails and wetlands. A trail that truly sets the city apart is the Iron Belle Trail, which extends from the western Upper Peninsula to Belle Isle along two picturesque routes—one for hiking and the other for biking.

When completed, it will be the longest state-designated trail in the nation.

Unparalleled Educational Opportunities

The region is home to numerous top public schools in Michigan as well as a number of independent and parochial schools. In addition to University of Michigan, Eastern Michigan University, and Wayne State University, the area is home to private institutions such as Lawrence Technological University and University of Detroit Mercy. Additionally, Sacred Heart Major Seminary and the College of Creative Studies are located here.

Diverse Neighborhoods

Detroit offers lively urban neighborhoods—such as Corktown, Brush Park, Sherwood Forest, New Center, and Woodbridge with historic houses, beautiful art spaces, and shopping. And Detroit's suburban neighborhoods—such as Birmingham, Grosse Pointe, Royal Oak, and many others—have access to great schools, lower homeowner's insurance rates, and other perks. Each neighborhood carries with it a unique story and appeal. Whether you're looking for kid-friendly parks, easy access to downtown, or a short walk away from the city's tastiest restaurants, you're sure to find your fit in Detroit.