

Chief Financial Officer



**The Jewish Community of San Francisco (JCCSF)
seeks a mission-driven financial leader and strategist to
serve as its Chief Financial Officer.**

DISCOVERY | WELLBEING | PURPOSE
Cultivating connections for a more vibrant community.

Urban and inclusive, the JCCSF celebrates our vibrant city and its people. We explore Jewish culture and traditions as a pathway for joyful, meaningful living. People bring their curiosity and can expect the extraordinary. One might get swept up in a holiday celebration with our unique spirited twist or awed and inspired by a renowned performer or cultural icon on our stage. Our Fitness Center supports wellness goals. Preschoolers delight in discovering that vital early love of learning at one of our three exceptional schools. Year-round we enrich the lives of youngsters of all ages and whole families.

For more than a century, JCCSF has been a beacon in the community, evolving and embracing its character and energy. Today, JCCSF takes a Jewish approach to making the world better by helping the people in it be better. JCCSF is committed to providing people the opportunity for discovery, well-being and purpose in our modern world. All are welcome.

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The JCCSF Pivots and Adapts

The JCCSF is currently in a period of post-pandemic strategic visioning, planning and re-building across all parts of the organization, making this an exciting opportunity to join a team of leaders in guiding the JCCSF into a thriving future.

Like so many service-based organizations, the JCCSF pivoted and adapted during the pandemic. Buoyed by the generosity of community funders and tenacious staff, the JCCSF continued to serve many in the San Francisco community in creative ways uninterrupted, most notably our three preschools and summer camp. Some services went into hibernation and are now shining bright again like our Fitness Center, Swim School, in-house café, holiday programming, lectures for live audiences, and more. We are dreaming, innovating and planning for what comes next.

The 2020-2021 [JCCSF Annual Report](#) details the agency's impact and resilience through period of downsized programs and staff during the height of the pandemic. At present annual revenue has rebounded to within 70% of pre-pandemic levels. Teams, processes and systems are actively being re-built to meet the needs of the future.

In Fall 2022, the Board of Directors launched a Strategic Planning initiative to identify opportunities for growth, impact and sustainability. A values-driven approach is being taken to assess the complexity of the JCCSF, including examining the organization's core revenue streams and determining strategies to maximize and allocate financial resources.

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Leadership



Paul Geduldig joined JCCSF in 2021 following his 5-year tenure as the CEO of the Peninsula Jewish Community Center. For the prior 11 years, Paul was the Executive Director of Temple Sinai in Oakland. Paul brings a depth of understanding, connection and commitment to JCCs and the Jewish community at large. Paul deeply understands the JCC experience, having grown up at a JCC in Atlanta and from five years working at the Marin JCC overseeing programs for teens, families and camps. The unifying theme throughout his career has been the cultivation of welcoming spaces and outstanding work environments where people can learn, gather and grow.

The CFO will join a team of Executive Leaders with a mix of deep institutional knowledge and fresh insights from outside the JCCSF, all sharing a collective verve for advancing the JCCSF into the future. These are the Chief Operating Officer (COO), Chief Program Officer (CPO), Chief Development Officer (CDO). The operations of the organization are further supported by a cohort of strong senior leaders and directors with cross-organizational functions.

The Opportunity

Reporting to the Chief Executive Officer, the Chief Financial Officer will provide executive-level leadership and strategic direction for financial and administrative affairs of the organization. The Chief Financial Officer oversees accounting, finance, investments, risk management, business systems (technology and process) and human resources.

JCCSF programs and businesses co-exist within for-profit and not-for-profit marketplaces, with a current mix of 80% earned and 20% contributed revenue. The CFO and team will lead and support the organization to optimize revenue for a dozen unique businesses and services, ensuring sustainable growth of a complex organization. Seeking a senior leader with experience, keen observations and insights into external conditions across many sectors to inform business development, as well as to develop best-in-class goal setting and accountability metrics to evaluate success and impact.

The CFO builds and maintains the confidence of the Board of Directors through impeccable organization, astute data-driven observations, clear and informative communication, mastery of financial levers, long-term financial modelling, trend analysis and data-driven recommendations and decisions.

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As an organizational leader, the CFO will contribute significantly as a change agent to rebuild and optimize business practices, KPIs, processes, and systems. Strategic, supportive and collaborative, the CFO will be a people-driven leader, collaborating on strategies to build an inclusive and welcoming great place to work.

At the JCCSF, we recognize the diversity of our staff and participant communities. Our Jewish values (Re-ut - Friendship; Tikkun ha-Olam – Repair the World; Tzedek – Justice) compel us to be inclusive and to work for equity and a more just world. The Board of Directors is currently engaging in a Strategic Planning process which includes examination and prioritization of diversity, equity and inclusion (DEI). An internal staff-led DEI Task Force is working to advance a culture of belonging in the workplace. We seek a leader to be a champion of these values and initiatives.

Responsibilities:

Agency Leadership:

- Develop and implement strategies to meet the financial objectives established by the Board of Directors and CEO. Working closely with the CEO, Executive Team members and Board of Directors to develop, assess, implement, measure and communicate strategic initiatives, with a focus on long-term organizational development.
- Serve as the lead staff liaison to the Finance, Investment, and Audit committees, building and maintaining the confidence of the Board of Directors and lay leaders.
- Bring experience, keen observations and insights into external conditions across many sectors to inform business development, mentoring staff along the way.
- Partner with the Chief Operating Officer and Chief Program Officer to optimize revenue and resource allocation for a dozen or more unique businesses and services (i.e., fitness, summer camp, preschool, arts and culture, facilities rentals, enrichment classes, etc.). Determine the financial feasibility of prospective new business ventures, ensuring sustainable growth of a complex organization.
- Work with leadership to ensure alignment with 5-year strategic vision and to build transparency and nuanced communications for Board, staff and the community about our decisions.
- Serve as a change agent to rebuild and/or optimize business practices, goal setting, KPIs, processes, and systems to support the nimble development of our programs and exceptional customer experience and service.
- Demonstrated resourcefulness in setting priorities, proposing new ways of creating

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efficiencies, and guiding investment in people and systems.

- Strategic, supportive and collaborative, the CFO will be a people-driven leader, collaborating on strategies to build an inclusive and welcoming great place to work.

Finance Activities:

- Supervise the Senior Director of Finance and Accounting, who oversees a team of seven.
- Oversee all financial operations of the JCCSF, including cash flow, banking, accounting, billing and accounts receivable, payables and related systems.
- Oversee the investments of the organization and work closely with the Investment Committee to ensure that the assets of the JCCSF are properly invested based on the Investment Policy Statement approved by the Board.
- Provide high-level oversight of financial planning and analysis, ensuring an annual operating budget that is in alignment with organizational strategies.
- Monitor and report on financial performance relative to budget and forecast goals. Work in close partnership with the Senior Director of Finance and Accounting to ensure that staff responsible for managing budgets are informed, trained and mentored.
- Ensure processes and controls in place to provide timely and accurate financial statements and the successful output of a yearly audit and tax returns.
- Work with COO to evaluate and approve capital improvement projects from a financial perspective.
- Negotiate and administer leases and contracts; train staff and create procedures to minimize risk.
- Manage insurance and risk management activities including, partnering with the COO on managing the relationship with legal counsel.

Human Resources:

- Supervise and partner with the Senior Director of HR, who oversees a team of four.
- Analyse and optimize the number of people employed at the JCCSF to meet the needs of the

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programming and operation of the organization while maintaining manageable workloads.

- Partner with HR leadership on the development of workforce strategies that increase retention and bolster recruitment.
- Support the union contract negotiation process led by the Senior Director of HR.

Business Systems:

- Oversee the team responsible for integrity and utility of key transactional systems for all areas of activity including but not limited to Salesforce CRM and other business enterprise systems.
- Ensure that all business enterprise systems meet the unique business and departmental requirements in order to provide excellent customer service and user experience.
- Champion a culture of data tracking and reporting to support strategic decision making.
- Oversee strategic and tactical execution of the annual and long-range systems planning.

Qualifications:

- A minimum of 6 years' experience as CFO or role with similar level of leadership and accountability for finance operations, investment and business strategy development.
- Minimum 10 years of experience of progressive responsibility in finance, operations, or non-profit management roles.
- CPA designation or master's in business, management, or finance; or equivalent work experience.
- Experience in oversight of human resources and business systems.
- Proven effectiveness leading professionals in finance and accounting.
- Technologically savvy, with demonstrated experience working with technology system staff to develop and implement new processes and systems to increase efficiency in a fast-moving environment.
- A track record of leading in a growing organization to meet future growth and sustainability needs.

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- Experience working in, or serving as a key lay leader of, a non-profit organization; and/or experience working in a sector that aligns with one of our core businesses is a plus.
- Demonstrated experience in financial management and accounting of complex organizations with multiple revenue sources, ideally in the non-profit sector.
- Proven ability to present complex ideas and concepts orally and in writing in a clear and compelling way that can inform strategic decision making.
- Excellent people skills, with experience collaborating in a multidisciplinary, diverse, and dynamic team.
- Up-to-date knowledge of current financial and accounting computer applications, Salesforce strongly preferred.
- Experience should include legal, audit, compliance, contracting, budget, and resource development.
- Flexible and a self-starter; able to multitask while also being highly detail oriented.
- Personal qualities of integrity, credibility, and a commitment to JCCSF's mission.

The salary range for this position is \$210,000 - \$240,000.

Robust benefits package (see JCCSF website careers page for details).

Please follow the links to learn more about JCCSF [mission, vision and values](#), [leadership team](#), [financials](#), and [programs](#).

Send nominations or cover letter and resume to:

Shaké Sulikyan, Senior Advisor & Executive Search Consultant, at ssulikyan@boyden.com

or Wendy Wilsker, Managing Partner, at wwilsker@boyden.com