



EXECUTIVE PROFILE

CHIEF FINANCIAL OFFICER





Executive Leadership Profile

Chief Financial Officer

The Opportunity

The Greater Toledo Community Foundation has been a force for community investment and impact for more than 50 years. By connecting generosity with meaningful community causes, the Community Foundation is the largest philanthropic institution serving northwest Ohio and southeast Michigan.

Guided by new leaderships and a new strategic plan, the Foundation is expanding its collaborative philanthropic efforts to create a vibrant region where all thrive.

The Foundation seeks a skilled, accomplished and innovative Chief Financial Officer (CFO) to join its executive leadership team and lead financial services, accounting functions, investment management and strategy. Following a distinguished 28-year tenure, the Foundation's respected CFO is retiring, creating a rare opportunity to join an exceptional organization at a moment of strategic clarity and momentum.

A strategic financial leader, the CFO will drive fiscal optimization, ensure accurate and transparent reporting and strengthen cross-functional collaboration across a growing organization. With more than 1,000 charitable funds, six support organizations, three private foundations and total assets exceeding \$580 million, this role requires the expertise of a sophisticated leader with deep experience in complex financial environments.

The Organization

The Greater Toledo Community Foundation's mission is to **create** opportunities, **connect** generosity and **inspire** collective action to ensure a vibrant region where all thrive. Granting more than \$40 million in 2025, the Foundation partners with donors to create lasting impact through convening, strategic grantmaking and innovative philanthropy that addresses the community's most pressing needs. For more information, visit toledocf.org.

For more information, contact:
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toledocf.org 



The Mandate

Trust is the Foundation's most important asset. Under the next CFO's leadership, GTCF will continue to strengthen and earn the community's confidence through adherence to the highest professional standards and an unwavering commitment to stewardship of the region's philanthropic resources.

The CFO will be an experienced, adaptive leader with a passion for community impact and organizational excellence. Reporting to the President and CEO, the CFO will serve as a key strategic advisor and thought partner, playing a pivotal fiduciary role in ensuring the Foundation's long-term financial sustainability, operational effectiveness and efficiency, and mission impact.

With deep experience managing complexity, the CFO will help position the Foundation's financial operations and investment portfolio for continued growth and future impact.

Responsibilities

Strategy and Leadership

- While reporting directly to the President and CEO, will partner and form a team to execute comprehensive financial strategies aligned with the Foundation's mission, values and long-term goals.
- Serve as a trusted strategic advisor to the CEO and Board, providing insight on financial sustainability, growth, resource allocation, and risk management.
- Support the financial planning and funding of key initiatives, strategic priorities, impact investments and community impact programs.
- Provide leadership on long-term organizational sustainability, advising on funding models, capital planning, and balance-sheet optimization.
- Contribute to the advancement of the Foundation's mission by aligning financial strategy with impact objectives and organizational priorities.

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Responsibilities

Financial Management and Oversight

- Lead all financial operations, including accounting, budgeting, financial reporting, banking and auditing.
- Oversee the preparation and presentation of financial statements to the CEO, Board of Directors and key stakeholders.
- Ensure timely and accurate reporting of financial data and compliance with all regulatory requirements.
- Manage cash flow, investments, and reserves to support the foundation's long-term financial stability.
- Lead the development, monitoring and forecasting of multi-year budgets to ensure effective allocation of resources.
- Provide staff support for the Finance/Audit and Committee.
- Maintain robust internal controls and compliance systems aligned with statutory requirements, policies and charitable giving best practices.
- Support financial administrative functions, including benefits, payroll, and insurance.

Investment Strategy and Endowment Management

- Oversee the investment strategy and management of the foundation's endowment, and other financial assets, ensuring alignment with the organizational objectives, goals and risk tolerance.
- Serve as the primary staff liaison to the Investment Committee, supporting governance, reporting, and strategic decision-making.
- Monitor portfolio performance and external investment managers, recommending changes to investment policy, asset allocation, or manager selection as appropriate.
- Build, manage, and maintain strong relationships with external investment managers, wealth management firms, custodians, consultants, and other investment vendors to ensure best-in-class performance, transparency, and service.
- Ensure investment practices support long-term financial strength and the Foundation's mission and values.

Responsibilities

Risk Management & Compliance

- Ensure full compliance with all financial, legal, and regulatory requirements.
- Identify, assess, and mitigate financial and operational risks to safeguard the Foundation's assets and reputation.
- Oversee records management and retention in accordance with legal and governance requirements.
- Continuously evaluate and strengthen financial systems and controls to support organizational growth and complexity.

Organizational Leadership

- Lead, mentor, and develop a high-performing finance team, fostering a culture of accountability, collaboration, and continuous improvement.
- Serve as a member of the executive leadership team, contributing to enterprise-wide strategy, decision-making and organizational effectiveness.
- Partner with leaders across the organization to ensure financial insights inform programmatic, operational and philanthropic decisions.
- Foster a culture of collaboration, innovation and continuous learning.

Donor Relations and Philanthropy Support

- Support donor engagement and stewardship strategies by supporting community priorities and Foundation impact goals with appropriate financial tools, including impact investments.
- Provide financial expertise on complex and planned gifts, including charitable trusts, endowments, and other sophisticated giving vehicles.
- Collaborate with development and donor services teams to support the growth, stewardship, and administration of all fund types.
- Build strong relationships with financial partners, professional advisors and donors.

The Candidate

The Community Foundation is seeking an accomplished finance executive who is eager to leverage their expertise to create meaningful social impact. The ideal candidate combines strategic financial acumen with a deep commitment to community transformation, uniting visionary ideas with practical operational experience. They excel at building high-performing teams, fostering collaboration, and driving alignment around shared organizational goals. This leader embodies integrity, innovation, and a results-oriented approach to philanthropy, and is motivated by the opportunity to shape the future of community giving while upholding the highest standards of professional accountability and ethical stewardship.

The CFO will be a compelling, advanced practitioner with significant financial leadership experience in a complex organization with excellent communication skills. This role balances high-level strategic oversight with hands-on operational management, requiring expertise in philanthropic accounting, investment management, donor relations and financial stewardship within the distinctive context of a community foundation.

The successful candidate will understand and navigate the unique complexities inherent in community foundation operations, including:

- **Asset Management Complexity:** Oversight of substantial endowments and diverse investment portfolios, requiring sophisticated investment knowledge, committee collaboration, and vendor relationship management.
- **Complex Charitable Gift Administration:** Management of hundreds of individual funds and sophisticated gift types—including donor-directed gifts, private foundations, charitable trusts, and other specialized vehicles—each with unique accounting, reporting, and distribution requirements.
- **Regulatory Environment:** Compliance with complex federal and state regulations, including charitable gift regulations, spending requirements, IRS filings, and audit obligations.
- **Stakeholder Diversity:** Engagement with multiple constituencies—including donors, board members, community leaders, and professional advisors—with varying levels of financial sophistication and diverse communication needs.
- **Revenue Variability:** Stewardship of income streams subject to market performance fluctuations and economic cycles, requiring advanced scenario planning and financial modeling.

Essential professional assets

- Proven experience as CFO or senior financial executive.
- 10+ years of progressive finance, accounting or wealth management leadership with budget oversight, analysis, risk management, and reporting experience.
- Minimum seven years of supervisory experience developing and motivating high-performing teams.
- Demonstrated expertise in accounting, institutional investment management, wealth management and tax implications of charitable giving.
- Bachelor's degree in finance, accounting, or related field required.
- MBA or equivalent advanced degree strongly preferred.

Essential personal assets

- Exceptional relationship-building and communication skills with ability to connect authentically with diverse stakeholders.
- Strong diplomatic skills and high emotional intelligence, enabling thoughtful navigation of sensitive issues, complex relationships, and competing priorities.
- Unquestioned integrity and sound judgment, with a demonstrated track record of ethical leadership, transparency, and trust-building in fiduciary environments.
- Exceptional attention to detail and an unwavering commitment to accuracy, accountability, and operational excellence.
- An innovative, entrepreneurial mindset, with the ability to identify opportunities for continuous improvement, modernize financial systems and processes, and support creative approaches to philanthropy and community investment.
- Comfort operating in both strategic and hands-on capacities, with the agility to adapt in a dynamic, mission-driven organization.
- A collaborative leadership style that fosters trust, curiosity and shared problem-solving across functions.

Preferred assets

- Previous foundation or similar philanthropic finance experience.
- Knowledge of local philanthropic landscape and key community stakeholders.



The Compensation

- The salary range for this position is commensurate with experience.
- GTCF offers a comprehensive benefits package including medical, dental, and vision insurance, a 403(b) retirement savings plan with a 5% employee match, group term life insurance, disability insurance, generous vacation time, and an annual professional development budget.
- This position is full-time, exempt and requires a minimum of four days per week on-site in downtown Toledo.

The Location

The Community Foundation is located in downtown Toledo, a vibrant and welcoming setting for convening and collaboration that reflects the warmth and collegiality of its staff and Board. Northwest Ohio offers an exceptional quality of life that blends affordability, accessibility, and authentic Midwestern charm. The region is defined by welcoming communities, highly regarded public and private schools, and a cost of living well below national averages, enabling residents to enjoy larger homes, shorter commutes, and a balanced lifestyle. Anchored by Toledo and its surrounding communities, the area features a dynamic arts, dining, and sports scene, complemented by easy access to Lake Erie's waterfront and abundant outdoor recreation. Home to the Toledo Museum of Art, a world-class institution, and supported by a nationally recognized Metroparks system, the region provides rich cultural and recreational amenities within a family-friendly metropolitan area of approximately 600,000 residents. Together, these attributes make Greater Toledo and northwest Ohio an attractive place to live, lead, and invest in long-term community impact.

How to Apply

To apply for this outstanding opportunity, please electronically submit your resume and letter of interest to Randy Lucas at randy.lucas@workspring.org. First consideration will be given to applications received by April 3, 2026. The letter of interest should outline your interest in the role and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until it is filled.

Confidential inquiries are encouraged and will be handled with discretion.

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