

Sigma Chi

FOUNDATION



ENGAGE. LEAD. IMPACT.

PROFILE: DIRECTOR OF FINANCE

OVERVIEW

Since 1855, **Sigma Chi International Fraternity** has become the preeminent Greek-letter collegiate organization. Its principles and values are timeless. Its members, sharing a common bond of brotherhood and vision to leave a lasting positive impact on the world, have transformed and inspired every major global industry.

Over the last 25 years, a key to the Fraternity's overall success has been the ability of the **Sigma Chi Foundation** to fund the programming and academic needs of our members. The Sigma Chi Foundation is the largest and most active foundation in the collegiate Greek system. Founded in 1939, it is a charitable and educational tax-exempt organization, separate and independent from the International Fraternity. Its mission is to provide grant support for the Fraternity's transformational leadership programs and academic scholarships for its members.

Successfully performing that mission, the Foundation has provided more than \$15 million to directly support the creation and launch of the **Sigma Chi Leadership Institute**, the first fully accredited learning service provider in Greek-letter history, which in turn has created the **Transformational Leader**, the industry's first comprehensive leadership and life skills development program. And in the current fiscal year, the Foundation has provided \$612,000 to our robust **academic scholarships** program.

"The generous alumni who made my scholarship possible have certainly inspired me to put forth the same level of support to the fraternity and its members in my future."

Carson Billingsley
INDIANA 2023



The Sigma Chi Foundation awarded \$612,000 in academic scholarships to more than 380 individuals, including the three brothers pictured above, for the present 2022 to 2023 academic year

OVERVIEW

The **Director of Finance of the Sigma Chi Foundation** will work collaboratively across the entire Sigma Chi enterprise as we pursue **four strategic objectives**:

- To significantly increase the dollar value of funds available to support the Foundation’s mission through enhanced donor and prospective donor engagement;
- To materially expand the availability of unrestricted funds through the growth of the Annual Fund;
- To drive the long-term growth of the Foundation’s endowment through the expansion of Planned Giving;
- To further develop and deploy the organization and its functional capabilities in support of these objectives.



Legacy leadership programs include the **Horizons Huntsman Leadership Summit** (top left) and the **Krach Transformational Leaders Workshop** (top right)



According to Pennington and Company, the Sigma Chi Foundation, on average (over the past decade), has provided more total annual support, program services and grants and raised more revenue than any other Greek-letter Fraternity or Sorority Foundation.

THE POSITION AND CANDIDATE

The **Director of Finance** oversees all aspects of the Foundation's financial and accounting operations. He or she has executive responsibility for key processes including general accounting, budgeting, financial and performance reporting, planning and analysis, balance sheet stewardship, capital expenditures, cash flow management, treasury, financial audit, external filings and tax returns. He or she collaborates with the Foundation management, Chairman of the Foundation and the Board of Governors in developing and implementing the strategic plan, providing analytical support for running the business, developing strategy, anticipating issues and creating solutions.

Elements of success in the role of Director of Finance will include:

- Lead the accounting team in managing the day-to-day accounting activities of the company including but not limited to budgeting, state and federal tax filings, payroll, auditing, accounts payable, and accounts receivable.
- Develop and maintain effective working relationships with the company management, Board of Governors (FBOG), FBOG finance, accounting and investment committees, external auditing and investment firms, and other Sigma Chi Enterprise organizations.
- Recommend and implement changes to company financial strategies to meet current financial needs and maximize long-term growth and stability.
- Ensure consistent and accurate financial and accounting reports and statements.
- Rigorously monitor performance versus metrics in all areas of finance and accounting operations.
- Oversee the continued implementation of automated financial and accounting processes.
- Improve maintenance of the many restricted and endowed funds of the organization; also improve timely collection of multi-year pledges.
- Optimize balance sheet returns, including monetization of illiquid gifts, such as insurance policies, trusts, real estate, etc.
- Maintain the mindset of a change agent, consistently pursuing quality improvement in systems and policies, and mentoring our staff on financial best practices.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be an exhaustive list of all duties, responsibilities, and skills.

THE POSITION AND CANDIDATE

EDUCATION & EXPERIENCE

The ideal person for this position will possess the following characteristics:

- Possess Bachelor's degree in Accounting, Finance Administration, or any equivalent combination of education, training and experience in non-profit fund accounting.
- Possess skills in fiscal management practices typically associated with 10-15 years of general accounting, financial management, financial analysis or auditing experience.
- Experience in non-profit accounting, including managing and keeping accurate records of restricted and endowed funds.
- CPA, CFA, or CMA certification is preferred but not required.
- Have experience with capital markets, including investment managers and commercial banking relationships.
- Be performance/results oriented but balanced with common sense and independent judgment. Curiosity and analytical skills are a plus. "Make things happen, get things done."
- Possess a track record of success with automating financial and accounting reporting systems.
- Display good interpersonal skills allowing for positive and congenial interactions

COMPENSATION

The Foundation uses an independent compensation professional and provides a base salary competitive with similar-sized university and non-profit organizations and a comprehensive benefits package, including professional development training and ongoing education.

LOCATION

The Director of Finance should reside within the Chicagoland area to have regular office hours at Sigma Chi's J. Dwight Peterson International Fraternity Headquarters (1714 Hinman Avenue, Evanston, Illinois 60201). Most days the Director of Finance will be present during regular office hours, with occasional telework or remote work, as well as occasional travel, weekend and evening work

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THE CURRENT FOUNDATION ORGANIZATION



Jeff Gill

The Sigma Chi Foundation is currently led by Chairman and Significant Sig Jeff Gill, **SOUTHERN CALIFORNIA 1978**, and a 20-member Board of Governors (FBOG) comprised of successful alumni executives, past Fraternity leaders and longtime organizational volunteers. The Foundation is currently searching for a President who will report to the Board Chairman and lead the Foundation's staff and support team organization totaling 21 individuals.



John Price

Currently, the Foundation team is being led by our most senior officer, Vice President of Operations and General Counsel, John Price, **OKLAHOMA STATE 1991**. Senior Director of Principal Giving, Greg Morgan, **SOUTH FLORIDA 2009**, leads the 11-member development and fundraising team serving in locations throughout the U.S.

The Director of Finance leads the finance and accounting team/operations that currently includes Robert Rodgers, Controller, and Allison Amado, Donor Support Coordinator.

The **Director of Finance** will also need to develop and maintain effective working relationships with the other members of the Foundation staff and FBOG as well as the other Sigma Chi Enterprise organizations. In particular, he or she will regularly interact with Mike Church, **ILLINOIS 2005**, executive director of Sigma Chi's headquarters staff and operations and the Controller, Peter Holzhausen, **MICHIGAN 1998**. He or she will also have frequent interactions with the Sigma Chi Leadership Institute, including Board Chairman, 68th Grand Consul and FBOG member Mike Greenberg, **ILLINOIS WESLEYAN 1982**, and Jim Cogdal, **BRADLEY 2003**, executive director of SCLI's staff and operations.

For more information on the Foundation, including bios of the Board of Governors and staff, the most recent annual report and ongoing initiatives visit the Foundation's website at <https://sigmachi.org/foundation>.

THE FINANCIAL ENVIRONMENT

Sigma Chi has more than 250,000 living alumni. By way of illustration, this figure exceeds the total number of living alumni for Dartmouth College and Duke University combined. Yet the Foundation had but 4,400 individual donors last fiscal year, representing less than 2.0% of the alumni base. By comparison, 44.0% of Dartmouth alumni and 35% of Duke alumni contributed to their alma maters last year. If the Foundation could improve its yield to 5.0%, it would add at least 8,250 new donors.



While the potential is significant, achieving success will require dedicated work and thoughtful changes to our strategy and operations. To support this initiative in Spring of 2021, the Foundation developed and adopted a comprehensive, detailed Five-Year Plan to:

1. More than double annual GAAP revenue to \$14.5 million
2. Secure an aggregate of \$20.0 million in new non-GAAP planned gifts during the five-year period, with annual planned giving commitments reaching at least \$5 million in 2025-26;
3. More than double funds available for mission support to \$9.6 million in 2025-26; and
4. Increase annual scholarships to exceed \$1 million per year.

For the fiscal year ending June 30, 2022, the first year of the Five-Year Plan, the Foundation reported a solid start by raising \$8.6 million in GAAP revenue and a record \$4.11 million in planned gifts. The Foundation also provided \$612,000 in scholarships to undergraduate and graduate students during the period. All figures exceeded those contained in the Five-Year Plan. Looking forward, the current fiscal year is expected to be more challenging as the economy and financial markets face increased uncertainty, including the possibility of a recession that typically impacts charitable giving.

The Foundation held \$34.6 million at the conclusion of the fiscal year ending June 30, 2022, with a 70 percent ratio of program service expense (leadership programs, scholarships and grants) compared to all expenses (BBB standard is 65% or more).

THE SIGMA CHI ENTERPRISE

Did you know? Sigma Chi consists of five separate legal entities: Sigma Chi International Fraternity, Sigma Chi Foundation, Sigma Chi Leadership Institute (SCLI), Risk Management Foundation (RMF) and the Constantine Housing Initiative (CHI).



231

Active Chapters

15,245

Undergraduate
Members

4,000+

Graduates Per
Year

124

Alumni Chapters

250,000+

Living Alumni
Members

Sigma Chi is one of the largest college fraternities with undergraduate chapters at 231 universities and colleges and more than 364,000 all-time members. Sigma Chi provides a welcoming environment for young men of different temperaments, talents and convictions to enjoy a unique lifelong bond that extends far beyond college. Through world-class leadership training, extensive mentoring programs and a strong focus on academic achievement, Sigma Chi sets itself apart as the preeminent collegiate leadership development organization, challenging its members to live by its core values and exemplify Character-in-Action™ in every aspect of their lives. For more information visit www.sigmachi.org.

Vision: To positively impact the world by inspiring and empowering our members to be transformational leaders

Mission: To foster a brotherhood of transformational leaders who are committed to friendship, justice and learning



KEY UNDERGRADUATE ACCOMPLISHMENTS:

- **150+ chapters** recognized for excellence
- **62.6% chapters** at or above all-men's GPA avg.
- **12 chapters** with student body presidents
- **200+ chapters** with IFC/student body officers
- **85% members** involved in other campus orgs.
- **\$4.4 million** raised by chapters for charities
- **9.5 community service hours** per active member

SIGMA CHI ENTERPRISE



The leadership development arm of the Fraternity, the **Sigma Chi Leadership Institute (SCLI)** was formally unveiled in 2019 following more than two decades of work producing groundbreaking educational programming for members. In July 2022, the Sigma Chi Leadership Institute (SCLI) achieved accreditation by the Middle States Association Commission on Elementary and Secondary Schools (MSA-CES), which is recognized by the U.S. Department of Education. **Sigma Chi, in partnership with SCLI, is the first and only fraternal organization to offer an accredited leadership experience through its revolutionary Transformational Leader offering.** Largely funded by the Sigma Chi Foundation – over \$15 million to directly support SCLI and leadership programs since 2014 – the Transformational Leader program incorporates online and in-person learning, including the Fraternity’s premier leadership vehicles, the *Krach Transformational Leaders Workshop (Krach TLW)* and *Horizons Huntsman Leadership Summit (Horizons)*. For more information visit: <https://scli.org>



The Sigma Chi **Risk Management Foundation (RMF)** was founded in 1988. Its mission is to educate members on risk management, foster a fraternal culture of safety and responsibility, and provide chapters with access to affordable, comprehensive insurance coverage. It covers more than 15,000 brothers and \$250 million in Sigma Chi property and is the only program of its kind in the Greek-letter world. For more information visit: <https://sigmachi.org/rmf/home>



The Sigma Chi Risk Management Foundation created the **Constantine Housing Initiative (CHI)** to work as a consultative partner with local Sigma Chi house corporations to provide real estate and asset management resources for loan financing, property management and project management. CHI also has the ability to preserve and take possession of title on a chapter house when necessary and appropriate. For more information visit: <https://sigmachi.org/chi/home>

LEARN MORE OR APPLY TODAY

To learn more or apply for this position,
please visit sigmachi.org/jobs

Please direct any questions to Sigma Chi Foundation
Vice President of Operations **John Price** at
john.price@sigmachi.org



Sigma Chi
DERBY DAYS 2018
PHI OMICRON PI • ALPHA SIGMA TAU