



EPISCOPAL
DIOCESE
of Rhode Island

CHIEF FINANCIAL OFFICER

Start Date: July 2027

Episcopal Diocese of Rhode Island

Providence, Rhode Island | episcopalri.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

It is our mission to share the good news, love one another, work for justice and recognize that God is in our midst.

OVERVIEW

The Episcopal Diocese of Rhode Island seeks an experienced, mission-driven, and strategically minded Chief Financial Officer (CFO) to serve as a key member of the Bishop's leadership team. The Episcopal Diocese of Rhode Island is a gathering of 52 Episcopal communities across the state and is led by the Right Rev. W. Nicholas Knisely, Jr. and his staff. The history of the diocese dates back to 1635 when the Rev. William Blackstone preached beneath the "Catholic Oak" in Lonsdale, through the American Revolution and to the present day. The history is rich, and the bonds within the diocesan community are strong.

Reporting directly to the Bishop, the CFO serves as a thought partner, provides strategic and operational leadership for all diocesan financial functions, property administration, budgeting, investments, risk management, and related administrative operations.

The CFO oversees the Diocese's financial resources and assets, leads a small finance team, partners closely with the Diocesan Treasurer, and works collaboratively with diocesan committees, congregational leaders, clergy, staff, and volunteers. This individual will also provide oversight of diocesan property and facilities and may assume responsibility for certain human resource functions as delegated by the Bishop.

Bishop Knisely was consecrated as the 13th Bishop of Rhode Island in 2012 and provides the vision for the diocese as it offers resources, educational opportunities, spiritual development, and collaborative ministries such as the Church Beyond the Walls, the ECC Summer Camp, Hispanic Ministries, and multiple ministries on college and university campuses. The diocese is thriving under his leadership.

This is a unique opportunity for a purpose-driven financial leader to serve an organization with a strong financial foundation while helping shape its future. The successful candidate will bring a strategic vision, combining sophisticated financial leadership with servant leadership, emotional intelligence, collaboration, and a deep commitment to advancing the mission of the Diocese.

KEY RESPONSIBILITIES

Financial Leadership & Strategy

- Lead all diocesan financial operations, including budgeting, forecasting, accounting, reporting, audits, banking relationships, liquidity management, cash flow planning, payroll oversight, accounts payable, and internal controls.
- Develop and implement long-range financial strategies that support the Diocese's mission, vision, and long-term sustainability.
- Ensure prudent stewardship of diocesan assets, investments, endowments, and operating resources.
- Prepare and present clear, accurate, and accessible financial reports for diocesan leadership, committees, and the Diocesan Convention.
- Identify opportunities for financial growth, operational efficiencies, and strategic investment.

Organizational Leadership

- Serve as a collaborative member of the Bishop's Executive Staff and a trusted advisor to diocesan leadership.
- Supervise and develop the diocesan finance team while fostering a positive, supportive, and high-performing work environment.
- Partner closely with the Treasurer, Commission on Finance, Investment Committee, and other key diocesan stakeholders.
- Support coalition-building efforts that help advance diocesan priorities and strategic initiatives.
- Build the infrastructure, systems, and staff capacity necessary to enable increasingly strategic financial leadership.

Property & Asset Management

- Oversee diocesan properties, facilities, insurance programs, leasing activities, and approved real estate transactions.
- Provide leadership regarding capital projects, construction oversight, facility planning, and budget management.
- Manage relationships with attorneys, architects, contractors, municipal officials, and other external partners.
- Ensure appropriate risk management practices are in place to protect diocesan assets and operations.
- Provide financial and operational oversight for diocesan initiatives, including revenue-generating programs such as the diocesan summer camp.

Congregational & Stakeholder Support

- Provide financial guidance, counsel, and support to congregations and church leaders throughout the Diocese.
- Communicate complex financial information in a clear, transparent, and compelling manner to a variety of audiences.
- Support fundraising efforts, donor engagement strategies, and business development initiatives.
- Build strong relationships with clergy, parish leaders, volunteers, donors, and community stakeholders.
- Human Resources & Administration
 - Support human resources administration, compliance, policy implementation, and employee benefit programs as required.
- Perform additional responsibilities as assigned by the Bishop.

OPPORTUNITIES AND CHALLENGES

The Chief Financial Officer of the Episcopal Diocese of Rhode Island will step into an exciting leadership opportunity to steward a financially stable and well-managed organization while helping to shape its next chapter of growth, sustainability, and mission impact. As a key member of the senior leadership team, the CFO will serve as both a strategic thought partner and trusted financial and operations advisor, helping translate the Diocese's vision into actionable financial and operational plans.

This role offers the opportunity to influence a broad and diverse portfolio that extends well beyond traditional financial responsibilities. The CFO will provide oversight of financial operations, cash management, real estate assets, facilities, construction and lease projects, diocesan programs, and revenue-generating enterprises, including the Diocese's summer camp (ECC). Working across a complex landscape of parishes, buildings, donors, community stakeholders, and regulatory requirements, the CFO will play a pivotal role in ensuring the long-term health and vitality of the Diocese in Rhode Island.



There is an opportunity to build and strengthen the finance function, creating the infrastructure, systems, and team capacity necessary to support more strategic and forward-looking financial leadership. This individual will partner closely with clergy, lay leaders, donors, attorneys, civic officials, and community stakeholders to advance key initiatives and position the Diocese for continued success.

Success of the CFO will require the ability to balance strategic leadership with operational excellence across multiple priorities. The Diocese's diverse responsibilities encompass financial management, real estate oversight, facilities operations, regulatory compliance, human resources support, capital projects, donor engagement, and business development activities, all while ensuring the day-to-day financial fundamentals remain strong.

A challenge will be maintaining and enhancing the Diocese's longstanding financial stability while supporting ambitious mission objectives like "The Block" project. The CFO must be comfortable operating in an environment where priorities can shift quickly and where thoughtful judgment, adaptability, and a proactive approach are essential.

The role demands a highly relational leader who can build trust across a wide range of constituencies and communicate complex financial information in a clear and accessible manner. The CFO will frequently serve as the public face of financial and operational initiatives, requiring confidence in presenting to groups, facilitating discussions, negotiating agreements, and building coalitions around strategic priorities.

The successful candidate must also be willing to make difficult decisions in the best interests of the Diocese. Doing so will require sound judgment, diplomacy, and grace. Balancing accountability with compassion, the CFO will need to foster a culture of collaboration, encouragement, and shared purpose while ensuring prudent stewardship of diocesan resources.

Ultimately, the Diocese seeks a mission-driven leader who embraces complexity, thrives in a collaborative environment, and can effectively manage numerous moving parts while keeping sight of the larger purpose: advancing the mission, ministry, and long-term sustainability of the Episcopal Diocese of Rhode Island.

For a mission-driven finance executive, this role presents an exceptional chance to combine business acumen, financial stewardship, relationship building, and servant leadership. The Episcopal Diocese of Rhode Island seeks a leader who is energized by helping organizations thrive, developing consensus around important decisions, and using financial strategy as a tool to advance community impact.



QUALIFICATIONS AND PERSONAL ATTRIBUTES



Required Qualifications:

- Bachelor's degree in Accounting, Finance, Business Administration, or a related field.
- Significant senior leadership experience in finance, accounting, budgeting, treasury management, and organizational operations.
- Demonstrated success managing complex financial operations and multiple organizational priorities simultaneously.
- Experience supervising teams and developing organizational capacity.
- Exceptional communication, presentation, and relationship-building skills.
- Strong financial planning, cash management, liquidity management, and budgeting expertise.
- Experience working with boards, committees, governing bodies, or similar stakeholder groups.

Preferred Qualifications:

- CPA, MBA, or equivalent professional credential preferred but not required.
- Experience in nonprofit, faith-based, educational, healthcare, or other mission-driven organizations.
- Experience managing real estate portfolios, facilities operations, construction projects, leasing agreements, or related assets.
- Familiarity with donor relations, fundraising support, and business development initiatives.
- Familiarity with The Episcopal Church and its governance structures is helpful but not required.

Leadership Characteristics

The ideal candidate will demonstrate:

- A commitment to servant leadership and mission-driven work in a religious setting.
- Strong grounding in finance, accounting, cash management, and organizational operations.
- Emotional intelligence, humility, and sound judgment.
- The ability to build consensus and foster collaboration.
- Excellent presentation and communication skills.
- A proactive and solutions-oriented mindset.
- Business acumen, strategic thinking, and financial vision.
- Comfort with negotiation and complex stakeholder management.
- An appreciation for relationship-building and community engagement.
- The confidence to make difficult decisions when required.
- A positive, encouraging leadership style that promotes an engaged and healthy workplace.
- A sense of humor, grace, and genuine enjoyment in working with colleagues and partners.
- A commitment to helping others succeed while advancing the mission and sustainability of the Diocese.

LEARN MORE

- [Organization Website](#)
- [Diocesan History](#)
- [About the Diocese](#)
- [Episcopal Faith](#)
- [About Providence, Rhode Island](#)



TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

BARBARA DAUSH

Senior Consultant and Catholic Schools Practice Leader
barbara.daush@carneysandoe.com

TODD GOCHMAN

Senior Consultant
todd.gochman@carneysandoe.com

The full-time salary range for this position is \$120,000 - \$130,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.



**Carney
Sandoe**
& ASSOCIATES