



**CHIEF OPERATING AND FINANCIAL
OFFICER**

Opportunity Profile

Vision New England
Stratham, New Hampshire

“God is doing something new in New England!” This sentiment reverberates in pastors and church leaders across the region, and Vision New England is energized to be a part of what God is doing! Founded in 1887 by Alpine McLean and A.J. Gordon, the Evangelistic Association of New England (EANE), which would later become Vision New England, was a movement dedicated to sharing the gospel and equipping and empowering evangelists across every part of the six-state region. From the lumber yards in the most remote parts of Maine and Vermont to the bustling docks of Boston, Vision New England has and continues to serve as a megaphone for the gospel.

As this storied organization ushers in a new season with fresh vision, renewed partnerships and enthusiastic leadership, the team is eager to welcome its next Chief Operating and Financial Officer (COFO). This will be a mission-driven leader who provides strategic, financial and operational oversight for a growing faith-based organization. The COFO will partner closely with the President and Board of Directors to ensure the organization's long-term sustainability, operational effectiveness and financial health while advancing its mission to accelerate evangelism and disciple-making across New England.

Quick Stats

- **Network and Partnerships:** Vision New England (VNE) partners with over 1,000 ministries, agencies, educational institutions and not-for-profits across New England.
- **Locale:** Officially located in Stratham, New Hampshire, the staff operate remotely across the six-state region. This position requires the person to be based in New England and be equipped to operate remotely.
- **Budget:** \$800,000.
- **Staff:** There are currently four full-time and two part-time staff members.
- **Affiliation:** Evangelism has always been the heartbeat of this organization. Intentionally casting a wide net, VNE seeks to create space focused on disciple-making and developing community among those seeking to advance the gospel in New England.
- **Vision:** VNE is a network of ministries knit together by a vision to see New England transformed with the love of Jesus!
- **Mission:** Accelerating evangelism.
- **Strategy:** VNE is a network of ministries dedicated to accelerating evangelism by helping the Church work in unity to make disciples, do justice and share Jesus!

The Location

Living and ministering in New England offers a unique blend of rich history, cultural depth and vibrant community life. As the birthplace of America, the region is steeped in historical significance, boasting picturesque colonial towns, bustling urban areas, renowned landmarks and a deep intellectual tradition fueled by prestigious institutions. The strong educational infrastructure fosters a culture of learning and innovation, making it an inspiring environment for ministry and leadership. New England's stunning natural beauty, from the rugged coastline of Maine to the breathtaking White Mountains of New Hampshire and the idyllic countryside of Vermont, provides endless opportunities for outdoor recreation and reflection. The region's four-season climate allows residents to enjoy a variety of activities, including skiing in the winter, hiking in the fall and coastal retreats in the summer.

The Opportunity

Today, Vision New England serves to be an accelerant for the gospel work happening across New England's six-state region (Maine, Vermont, New Hampshire, Massachusetts, Rhode Island, and Connecticut). There is a genuine enthusiasm for what is happening in this area of the country and a tangible expectancy for the Lord to be revealed in new ways in the coming days. VNE leadership prioritizes providing consistent opportunities to hear from ministry leaders on the ground and respond to their needs, in essence fueling the fire that is already burning.

The vision of VNE is to see New England transformed with the love of Jesus. The mission is accelerating evangelism, and the strategy is to help the Church work in unity to make disciples, do justice and share Jesus. In the last year, leadership has further clarified a three-pronged initiative to scale our work and advance this mission by Unleashing the Power of Unity, which includes:

- Unleashing the power of disciple-making
- Unleashing the power of networks
- Unleashing the power of relationships

Alongside this is a three-year giving initiative that began in fall 2024. These three areas of initiative also will serve as a way to further organize VNE's programming, staffing and resources moving forward.

The last five years VNE President, Charles Galda, has worked tirelessly to build up a capital of trust in the region and with key constituents. Developing a high-caliber, diverse and mission-committed Board of Directors and Advisory Group has been central to Charles as he seeks to fortify the foundation of VNE. From that core, over 120 Association Directors are located across New England and on the field of local ministry. These are ministry leaders who are consistently feeding back to VNE leadership the successes and the needs of New England pastors and ministry leaders. Association Directors serve as the lifeblood of VNE, directing VNE's work, and connecting the operational staff with the real needs they seek to meet.

Over the course of the last year, Vision New England has hosted more than 60 gatherings for pastors and ministry leaders, and their work continues to expand into new places and through new partnerships. From Zooms to small group gatherings, VNE is committed to creating spaces for ministry leaders to experience community, to learn from one another and foster dynamic partnerships. Larger regional gatherings (THRIVE) take place yearly on Cape Cod and in Farmington Valley, CT, and there is potential for more of these events to happen in new locations across New England. There is also a yearly conference dedicated to worship, training and community building taking place at Gordon College, a long-standing ministry partner to VNE. Additionally, VNE produces a weekly podcast which is broadcast on seven radio stations in the region as well as online.

With an annual budget of just under \$800,000, the giving campaign they are presently in is vital to undergird the mission moving forward. In addition to Charles, there are three additional full-time employees and two part-time. Together, this lean team covers all of the operational, financial, administrative, marketing and now disciple-making leadership for the organization.

The organization has worked hard to establish solid footing financially and organizationally, and moving forward they will benefit from a COFO who is able to take the financial and operational reigns from Charles so he is able to move into areas the organization needs him in: vision casting, building relationships/partnerships and fundraising. For this to happen successfully, the next COFO must be an individual who is experienced, proficient in the areas of finance, a quick study, an individual who will care for and maximize the staff, and someone dedicated to the Kingdom outcomes VNE is working toward. A true partner next to Charles is needed.

The Candidate

The right lead for this role will be one who is mission-driven. This will be an individual who understands the context of ministry in New England and appreciates the unique challenges and opportunities that exist in this distinct area of the world. The undergirding mission to accelerate the gospel message across New England must be the fuel for this leader. The right candidate will love and be committed to the local church, seeing this role as a way to come alongside pastors and ministry leaders, bolstering their efforts and offering a source of encouragement.

The next COFO will be joining an exceptional president, staff and Board of Directors, and their operational and financial competencies must be exceptional as well. Imagine watching a hockey player in the midst of a game. An exceptional talent is going to have such command of the fundamentals (skating, stick handling, etc.,) that they are now free to raise their gaze and assess where their teammates are and how they can overcome the defense to score. The right COFO will be like this. They will have such command of the numbers, of the logistics, etc., that they are able to manage those areas with ease and also lift their eyes to assess the meta-landscape. Always several steps ahead, this leader will be a strategic thinker and problem-solver. This is a leader who, once aware of likely challenges on the horizon, comes to leadership with potential solutions.

The staff are eager to be further galvanized and collectively leveraged for the Kingdom 's sake. The next COFO will be a team leader who identifies potential in others and takes the time to develop it. They will create space to train and equip the team so that they are positioned for success. Able to make effective assessments, this leader will recognize where further staffing will be needed as well as how to maximize the talent around the table.

As a decentralized team, the right leader for this role is going to have tenacity, grit and is someone willing to initiate. They will make the first move to bring clarity to the situation. Getting on the phone, jumping on a Zoom, meeting in the middle for coffee, this is going to be a leader who values unity and effectiveness so greatly, they are willing to be bold, make the first move and say the thing everyone is thinking.

While this person may find joy in many different elements of the role, the leader most suited for this opportunity will want to serve alongside VNE President, Charles Galda. They will recognize that Charles is an exceptionally talented leader, a dedicated follower of Christ and the one God has chosen to lead Vision New England in this season. The COFO will take joy in lightening the load Charles carries by taking on the operational and financial responsibilities that can so easily bog someone down. This leader will work to keep Charles operating from the gifts VNE most needs at this time, and will seek to quickly earn Charles' trust and respect.

It is often challenging to hold space for differing perspectives, to value unity so much that one will suspend their judgment. Vision New England seeks to foster relationships and gospel momentum across the "Big C" church. The right leader for this role will understand it is not necessary for everyone to know and be convinced of their specific theological, political or social conviction(s). In this space, it is critical to find value in dialogue and celebrate unity that transcends agreement. Taking time to listen and learn from others of different backgrounds, ethnicities, races, theologies and so on will be energizing for this COFO.

There is a tangible sense of expectancy bubbling up across New England for what God is doing/about to do. Vision New England and the new COFO have an amazing opportunity to watch from the front row how God's people are responding to Jesus' call to "go and make disciples of all nations." (Matthew 28:19).

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Must be a born-again believer, devoted to God's Word, and empowered by the Holy Spirit. Will model a matured faith, seasoned leadership and personal integrity.
- Will champion the vision and mission of Vision New England <https://www.visionnewengland.org/vision-and-mission>.
- Master's degree in business or finance strongly preferred; Bachelor's degree with significant (10 years or more) relevant work experience may be considered.
- Significant management experience including supervision, leadership and development of multiple paid staff members.
- Expertise in financial and organizational management.
- Spiritually mature and emotionally intelligent.
- Strong communication skills.
- Significant lay leadership experience in the local church if coming from the marketplace.

Inquiry Process

If after reading this description you have interest in the Chief Operating and Financial Officer position with Vision New England, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration: ^[1]_{SEP}

1. Your **resume** or CV (**in Word format only**).
1. The **results of any personal assessments** you have completed (CliftonStrengths; DiSC; Meyers-Briggs, etc.) in the last three years.
2. **Five references** (one supervisor, two peer, one subordinate, and one of your choice). These references will be contacted later in the process with your prior approval.
3. **Written responses to the following five questions** (prepared and attached in a Word document).
 - a. Describe your faith in Jesus Christ. Tell us how you came to personal faith as well as your journey into full-time ministry and/or how you have come to consider a ministry role such as this.
 - a. What is it about the opportunity with Vision New England that attracts you to this position and what, in your experience, has best prepared you for this role?
 - b. Provide an example for how you have successfully implemented strategy through your organizational leadership. What were the keys to your success?
 - d. Describe your philosophy of “leading from the second chair.” What have you learned about the kind of leader you work best next to? And what kind of leader do you struggle working alongside?



Please submit your information to:

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