



CHIEF FINANCIAL OFFICER

Vista Care, a \$35 million for-profit company headquartered in Wisconsin, is recruiting a **Chief Financial Officer (CFO)**. The organization seeks a purpose driven, savvy and business-minded financial executive to ensure the financial health and ability to deliver high-quality services, consistent with Vista Care's mission and associated policies.



ABOUT VISTA CARE

Vista Care is a leading service and support organization that is proud to provide a wide array of specialized and supportive services to individuals with developmental, intellectual and physical disabilities. These services include:

- In-home supportive services
- Residential and day services
- Individuals with memory loss
- Challenges relating to mental health
- People requiring services to support challenging behaviors
- Mobile crisis and recovery services

Vista Care currently operates more than 43 programs in Wisconsin, Nevada and South Dakota. The CFO will help support the agency's strategic plan focusing on growth in populations served, services offered and geographic reach. Over the next few years, Vista Care is expected to

become a \$60 million company as it expands its impact within its current footprint and its services into additional states.

Vista Care has demonstrated a continued commitment to quality and excellence through their focus on exemplary team member training and adherence to evidence-based best practices. Team Members include professionals at all levels who have extensive experience and knowledge in providing community living supports to the individuals it serves.



THE HISTORY OF VISTA CARE

TLC Homes, Inc., was established in 1994 when Tim Frey and his family invited two adults with disabilities to share their home in Sheboygan, Wisconsin. In 2018, upon reflecting on TLC Homes' growth over 24 years, Frey changed the company's name to Vista Care. The new name captures the company's dynamic, progressive outreach as a premier provider of specialized supportive services. Though the name of the agency changed, it remains a family-based organization that is driven by quality and attentiveness to the needs of those supported. Frey's vision and commitment for providing mindful, progressive, supportive services in a home-environment remains steadfast as Vista Care continues to fulfill its purpose of serving more people better. Vista Care looks to the future by continuing its commitment to set new standards through establishing and operating model programs and by conducting applied research in best practice procedures to benefit each of the individuals it serves.

THE ROLE OF THE CHIEF FINANCIAL OFFICER (CFO)

The Chief Financial Officer (CFO) will direct and oversee the financial activities of Vista Care, direct the preparation of current financial reports and summaries, and create forecasts predicting future growth. Reporting to the organization's President and Founder, the CFO oversees the operations of the Finance Department, which includes Accounts Payable, Accounts Receivable, and Payroll.



The CFO at Vista Care:

- Directs the preparation of all financial statements, including income statements, balance sheets, tax returns, and governmental agency reports.
- Compares profit projections to actual figures and budgeted expenses to actual expenses; makes or oversees any necessary adjustments to future projections and budgets.
- Reviews the planning process and suggests improvements to current methods.

- Works with the President and Founder and other executives to coordinate planning and establish priorities for the planning process.
- Studies long-range economic trends and projects their impact on future growth.
- Identifies opportunities for expansion into new areas.
- Oversees investment of funds and works with bankers to raise additional capital required for expansion.
- Dashboard visualization to focus conversations on progress on the organization's most important goals.
- Document and implement comprehensive fiscal policies and procedures, including review and training for staff.
- Manage Finance Department personnel to include hiring, training, delegation of duties and performance management.
- Oversee Finance staff in implementing day-to-day financial operations including A/P and A/R, payroll, cashflow, accounting and close processes, and reporting systems in accordance with GAAP standards, federal and state regulatory requirements.
- Work with external auditors to prepare and review financial statements, tax documents, audit schedules and annual report of audit findings.
- Manage the negotiation and execution of contracts with funding sources, vendors and other providers.
- Monitor changes in legal, regulatory and administrative environments and implement changes as may be required.
- Other duties as assigned by the President and Founder.

This position will be based in Sheboygan, WI at Vista Care's Corporate Office.

THE IDEAL QUALIFICATIONS AND COMPETENCIES OF THE CFO

The ideal candidate will have 10 to 15 years of experience in accounting and financial management evaluating financial performance of multiple programs and operations. Certified Public Accountant designation and knowledge of healthcare federal and state funding is preferred but not required. In addition, the organization is seeking candidates with:

- Excellent leadership skills
- Ability to empower and train others
- Excellent written and verbal communication skills
- Excellent organizational and time management skills
- Previous experience with multiple state operations
- The ability to prioritize effectively
- Strong analytical and problem-solving skills
- Proficiency in accounting and tax preparation software integrations
- Proficiency in Google or similar software, including Google Sheets
- Excellent communication and interpersonal skills
- Upholds Vista Care's values of providing the BEST CARE

COMPENSATION

Vista Care is prepared to offer a competitive base salary. As a full-time salaried exempt position, the CFO is eligible to participate in all company insurance benefits, 401k plan and paid time off accruals following the required waiting period. The CFO will be provided with company credit cards to be used for all company purchases. Credit limits are assigned and approved based on recommended usage and need. This position also offers the opportunity to work with a dedicated team of professionals who are passionate about making a meaningful difference in the lives of the people served.

CONTACT INFORMATION FOR INTERESTED CANDIDATES

If you would like to discuss this opportunity further, please contact Dennis C. Miller, Founder & Chairman of DCM Associates, Inc., at dennis@dcm-associates.com or (201) 956-1810.



*Executive Search
Nonprofit Leadership
& Board Performance*

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