



Greater Twin Cities
UNITED WAY

CONTROLLER

Greater Twin Cities United Way

Minneapolis, MN



KpCompanies is leading the search for the next Controller to support Greater Twin Cities United Way (GTCUW) in advancing its mission.

This pivotal role involves overseeing financial operations, ensuring compliance, and fostering strong internal and external relationships. GTCUW seeks a leader with deep nonprofit finance expertise, exceptional relationship-building skills, and the ability to navigate complex financial structures.

APPLICATION DEADLINE

Applications will be accepted until 9:00 pm on Friday, April 18, 2025. with review of candidates beginning immediately.

We encourage and appreciate early applications.





POSITION DESCRIPTION

The Controller plays a critical leadership role within GTCUW's Finance Department, ensuring financial integrity, compliance, and strategic financial management.

This position requires a nonprofit financial expert who is highly relational, strategic, and skilled in presenting financial insights to senior leadership and committees. The Controller must be capable of managing complex financial structures unique to GTCUW's operations, which include significant philanthropic partnerships, grantmaking, and fund administration.

Reports to: Chief Financial Officer (CFO)

Location: Minneapolis, MN

Flexibility: Hybrid

Website: gtcuw.org

COMPENSATION

Greater Twin Cities United Way offers a competitive base salary of \$130,000-\$140,000 for this role as well as excellent benefits and perks including:

- Medical
- Dental
- Vision
- Life Insurance
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- 401 (k) with employer matching
- Hybrid work environment

Equity & Salary Disclosure

At kpCompanies, equity, and pay parity are foundational principles. All qualified candidates are encouraged to apply, even if their desired salary falls outside the range. During the first interview, we'll discuss compensation to ensure we align with your expectations and market standards. Comprehensive total compensation may exceed base salary through additional benefits, flexibility, and bonuses



POSITION PROFILE | CONTROLLER

QUALIFICATIONS

- 5-7 years of progressive accounting team leadership experience, preferably in nonprofit finance leadership roles (e.g., Controller, Assistant Controller, Director of Finance).
- Experience managing financial operations in a grantmaking or philanthropic organization is highly desirable.
- CPA or CMA preferred but not required; strong nonprofit financial expertise is the priority.
- Bachelor's degree in accounting, finance, business administration, or a related field; equivalent experience will be considered.
- Proven track record in budgeting, financial reporting, audits, and compliance within a nonprofit setting.
- Extensive knowledge of GAAP and FASB as related to non-profit organizations.
- Strong relationship-building skills with both financial and non-financial stakeholders.
- Experience managing and mentoring finance teams, fostering professional growth and high performance.
- Ability to present financial information effectively to executive leadership, board members, and committees.
- Hands-on approach with a proactive, problem-solving mindset and ability to navigate organizational complexity.
- Proficiency in accounting software (i.e. Great Plains, NetSuite, Sage Intacct) and advanced Microsoft Excel skills.



[See full description](#)

RESPONSIBILITIES

FINANCIAL MANAGEMENT AND COMPLIANCE (65%)

- Prepare and deliver accurate financial reports, including statements, forecasts, budgets, and key metrics, ensuring compliance with regulatory requirements and organizational needs.
- Review financial statements for accuracy, classification, and GAAP compliance, providing insights for leadership, committees, and the Board.
- Develop and maintain internal controls to ensure compliance, protect assets, and uphold financial integrity.
- Establish policies and procedures to support an unqualified audit and oversee external audits, ensuring participation, evaluation of findings, and implementation of corrective actions.
- Oversee tax filings, including IRS Form 990 and state reports, ensuring accuracy and timely submission.
- Ensure compliance with United Way Worldwide accounting and reporting standards.
- Manage cash flow, receivables, payables, and investments to optimize financial stability.
- Lead month-end, quarter-end, and year-end close processes, ensuring timely reconciliations.
- Direct the annual budget process and support departments in fiscal management.
- Provide critical financial insights and data-driven recommendations to support organizational strategic planning and informed decision-making.
- Collaborate with IT and Data Strategy teams to enhance financial systems and efficiency.
- Lead special projects and process improvements to drive operational effectiveness.
- Maintain the Finance Department's policy and procedure manual, ensuring thorough documentation of processes and controls.



[See full description](#)

RESPONSIBILITIES

COMMITTEE SUPPORT (10%)

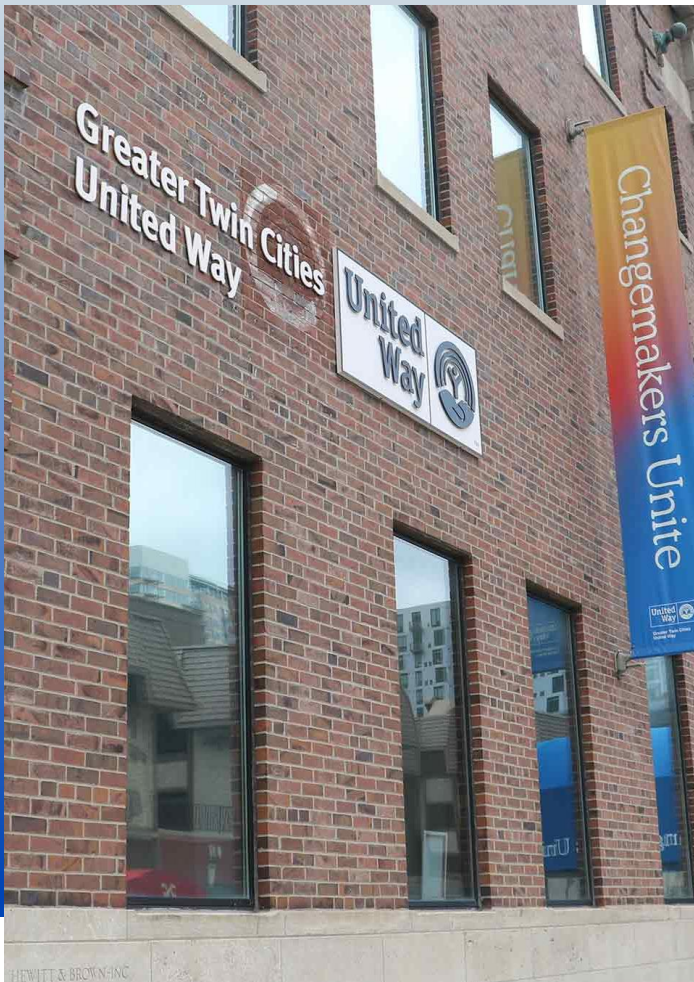
- Serve as a key financial resource for the Finance and Human Capital Committee, Audit Committee, and 401K Advisory Committee.
- Prepare and present financial reports to board committees, ensuring clarity and alignment with strategic goals.
- Provide financial insights and recommendations to senior leadership, supporting data-driven decision-making.

PEOPLE LEADERSHIP (20%)

- Lead and mentor a high-performing finance team, including an Assistant Controller, Accounting Manager, Senior Accountant, Senior Government Grants Accountant, and Accounts Payable Associates.
- Foster a collaborative finance culture, ensuring alignment with internal teams such as Advancement, Community Impact, IT, and Data Strategy.
- Act as an internal financial consultant, supporting teams with budgeting, forecasting, and grant management.
- Identify, attract, recruit, and retain top financial talent to strengthen team capacity and effectiveness.
- Promote continuous learning and financial literacy across the organization.

OTHER JOB DUTIES (5%)

- Partner with the CFO as a key member of the Senior Leadership Team to drive strategic financial leadership and organizational change initiatives.
- Lead continuous improvements in financial processes, internal controls, and systems by partnering with IT and Data Strategy teams—this includes conducting internal controls assessments and streamlining financial systems, policies, and procedures.



ORGANIZATIONAL OVERVIEW

Our roots have run deep and wide through the Greater Twin Cities. Throughout our existence, we've brought together generations of changemakers to respond to the needs of our neighbors — a tradition we carry into our work today and tomorrow.

Formed in 1915, We exist to fuel lasting change that will help us achieve our vision of a community where all people thrive regardless of income, race, or place.

Greater Twin Cities United Way unites community partners to meet urgent needs and make lasting change in the areas of housing, food, education and economic opportunity. Together, we mobilize communities to action so all can thrive.

MISSION

We unite changemakers, advocate for social good and develop solutions to address challenges no one can solve alone.

VALUES

United as changemakers, we are a community of social innovators who are:

- Driven by equity
- Committed to building relationships rooted in trust
- Passionately providing a sense of belonging by leading inclusively
- Collaborating to achieve sustainable impact
- Listening, engaging, and holding ourselves accountable

[LEARN ABOUT US](#)



Greater Twin Cities United Way unites the community, bringing together corporate, civic and nonprofit partners to drive systemic, generational change in education, food, housing and economic opportunity.



Our Impact

Through collaboration with nonprofit partners, businesses and donors, we address communities' day-to-day needs and transform systems to drive positive, lasting change.

[LEARN ABOUT OUR IMPACT](#)

- **2,359 parents** who deepened their parenting skills and resources.
- **5,000** culturally specific pantry packs filled with food essentials.
- **36,175 young people** better prepared for the future.
- **9,217 people** who received housing-related resources.

Through intentional ongoing collaboration, we deliver innovative ways to solve community challenges, informed answers through data and technology, and scalable solutions built upon proven initiatives.

KPCOMPANIES EXECUTIVE SEARCH TEAM

Founded in 2001, kpCompanies is the number one source for finding top leadership talent across different industries. With scores of executives placed all around the country, kpCompanies has strategic, culturally competent, purpose-driven executive recruiters, along with a vast and diverse network of potential candidates to draw upon for your organization. Each recruiter specializes in providing diversity and more personalized executive search services to corporate clients in the Twin Cities and nationwide.



MIQUEL MCMOORE
FOUNDER & CEO



JOELLE ALLEN
SVP CLIENT SERVICES



AISHA BRANCH
HEAD OF MARKETING



MAT PEISERT
RECRUITMENT CONSULTANT



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kpCompanies has helped match exceptional talent with top companies since 2001. To learn more about kpCompanies and our services, visit www.kpcompanies.com

A photograph of two men shaking hands in a professional setting. The man on the left is wearing a white cap and glasses, and the man on the right is wearing glasses and a suit. The background is a bright, modern office with large windows. The image is overlaid with a blue gradient.

APPLY NOW

View a full job description and apply.

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