

Name:

Stephanie M. Yanez

Mobile:

914-204-9688

Email:yanezsm@yahoo.com**Out of all the things you could do at this time, what attracts you specifically to this opportunity?**

The ability to utilize my experience and skillset in financial and operational strategy to help the University of Valley Forge become God's best and fulfill its vision and mission. I enjoy helping organizations strengthen these areas and position themselves for future growth.

Another aspect that attracts me to UVF is the ability to work for an organization with a vision and mission that is Christ-centered. As a believer of 20 years who loves our Lord and Savior, I am grateful for God's friendship, goodness, grace, compassion, and love. In my life, I try to live in a way that honors God, I am far from perfect, but am grateful for God's guidance. I've previously worked within a Christian organization and it would be an honor to work for one again.

The next CFO for UVF as a financial professional will supervise a team as part of their job. What aspects of the accounting and financial responsibilities do you typically delegate and which ones do you most enjoy doing yourself? How do you think this relates to your unique skill set and gift mix?

Oversight and strategy are the areas I enjoy, especially analyzing financial reports, particularly cash and budget management. Another area is examining and improving internal processes for high productivity.

With good training and support, I empower my staff to handle the day-to-day accounting and financial responsibilities of recording and reporting to provide accurate and timely reports. When necessary I have no problem rolling up my sleeves and assisting my team.

Describe a time when you had to balance many competing responsibilities. How do you go about prioritizing? Share a time when in retrospect you did not prioritize well. What did you learn?

There was an instance when 4 key departments (HR, Financial, IT and Event planning) all had urgent needs at the same time. This landed during a vital time, as our biggest organizational event was upon us. We had limited time and resources so, I needed to decide which 2 projects to address and which 2 to put on hold until our event was over. This would result in missed deadlines and other problems down the road. To determine how to prioritize, I viewed which would have the biggest impact to the organization goals, clients we serve and resources. I chose to attend the urgent matters of human resource and the large event. Some fires had to be distinguished later but it was the path with less monumental consequences.

Here is an instance where not prioritizing well created some difficult circumstances. There was a time where not immediately addressing some staff relational tensions eventually lead to two staff members having an argument with one another in an inappropriate way within the office. It was unfortunate but I am grateful for this situation as it led me to researching how to handle "difficult conversations" as a supervisor and as an individual. As I spent more time working with them individually and together, their working relationship improved.



Describe a situation in which you had to overcome significant difficulties or failure. What did you learn from the experience?

I provide financial and operational consultant services to individuals and/or small businesses. There was a new client who I was providing some operational and HR services to and after explaining the contractual services and rate, we both agreed to move forward. In the beginning, I did sense a few potential red flags which is why I spent more time clearly explaining the services, deliverables, and time frame. Unfortunately, my initial hesitation started to come to fruition. The client began to go outside the scope of our agreement and became more difficult to deal with which started to affect the project deliverables. After many attempts to satisfy the client, it was to no avail, eventually I decided to release my services with the organization.

Through this circumstance I learned to not only examine my ability to effectively provide the service but to listen to that internal voice and determine if the client and I can work effectively. Saying no to a project, is as important as saying yes to one, even if it means turning away potential income. In the long haul, it is better for my business and the customer.

How might relocation to the Phoenixville, PA (Philadelphia) area affect you and your family?

I would prefer to have an option where there is a mixture of onsite presence and remote work. I would work with my family to coordinate necessary schedules to where the job, my family and I are all well.

The Cabinet at UVF is highly collaborative... Share about a situation where you were able to present well-researched options with a recommendation that influenced an executive team to take action. How did it turn out?

When I began working with NYCLC (newly named movement.org) recently launched from its parent organization COPGNY. Much of the organization was intermingled, especially the accounting and financial records. As time progressed it became more apparent to me the need to create 2 separate financial systems to the organizations. This was not a popular nor easy conclusion, as the desire to function as one was desired, convenient and lend to a more simplified organizational system. To achieve the executive team's future goals, we needed NYCLC only reporting to help evaluate our benchmarks.

I decided to conduct some research and evaluation and formulated my recommendation. I circulated my draft to some key leaders and asked for their input and perspective. I presented the recommendation to the executive team and after much discussion, research, and defining the scope of the project they did decide to move forward. It was no easy task, but the decision was a successful one, particularly as NYCLC later grew in revenue more than 500%.

Share from your own life experiences ways that you might connect to UVF's vision to "become a leading provider of Christ-centered, Pentecostal higher education in the Northeast and beyond."

As a lifelong learner, I agree with the vision of UVF's, our society needs Christian leaders who desire to make a positive spiritual change in our nation. We need future leaders prepared in their designated field of interest and have a Christ-centered foundation who understand the importance of making decisions of moral and spiritual character. I can attest when life gets challenging and tough decisions need to be made, my technical knowledge and skillset is immensely helpful, but my rested assurance in Christ and His guidance truly is my strength.

As a follower of Christ, I have reviewed the [Community Standards](https://www.dropbox.com/s/p15auws45rbbr0h/UVF_Community_Covenant.pdf?dl=0) and could unreservedly commit to following them while employed at University of Valley Forge.

Yes, I can commit to the Community Standards.