



Eli's Place Residential Treatment and Transition Centre

Financial Controller - Position Profile

Eli's Place Residential Treatment and Transition Centre ("Eli's Place") exists because Ontario's mental health system, built around short stays, institutional settings and crisis response, cannot currently offer young adults with serious mental illness what they actually need — sustained recovery, resilience and the life skills to move forward. We are building something different. Canada's first long-term residential therapeutic community, where time, meaningful work and a sense of belonging are the conditions for recovery.



Eli's Place will provide long-term residential care for young adults aged 18 to 35 living with serious mental illness, on a 600-acre farm and conservation property north of Guelph. Guests live and work together as a therapeutic community, with individualized clinical care built alongside real, structured work in horticulture, conservation and land stewardship.

The Financial Controller is a founding member of the administration team, building the financial systems, controls and reporting that a first-of-its-kind organization needs to operate responsibly from day one. Working closely with the Executive Director and the Board Treasurer, the Financial Controller establishes the financial infrastructure that will carry Eli's Place from launch through to steady-state operation, and takes on full financial management responsibility as that infrastructure matures.

Eli's Place is pre-operational and on track to open in fall 2026. Founded over a decade ago by a family with lived experience of serious mental illness, the organization has spent years developing its model, securing its location and building the board, partnerships and funding foundation needed to launch. The Financial Controller will join the team as it prepares to welcome its first Guests.



If this is the kind of work you have been looking for, we want to hear from you.

About Eli's Place

Eli's Place is a non-profit organization providing long-term residential care for young adults aged 18 to 35 living with serious mental illness. The program is not of a fixed duration, but responds to the therapeutic needs of each individual Guest. We anticipate that, on average, this will involve residential care of approximately six to nine months, integrating individualized clinical treatment, structured meaningful work and community living within a therapeutic community model. This is followed by several months of support for Guests as they transition out of Eli's Place into housing, education and work.

The program is built on the Gould Farm model, a 113-year-old residential therapeutic community on a working farm in rural Massachusetts with a strong evidence base and documented long-term outcomes. Gould Farm was selected as the Eli's Place program reference following a global review of 33 comparable centres.

At Eli's Place, work is real, not simulated — the largest single block of time in a Guest's day, and purposefully therapeutic. It produces something that needs to get done and makes each Guest a functional contributor to community life. It is also continuously adapted to each Guest's circumstances and capability on a given day, with staff working alongside Guests and observations from the work setting feeding directly back into the clinical team.



Eli's Place is designed to feel like a home rather than a facility. The physical environment, the daily rhythms and the relationships between Guests and staff are all understood as mechanisms of the therapeutic model, not backdrop to it. Where program needs and operational or resource constraints come into tension, the resolution requires reasoned judgment grounded in the program's values and the needs of the Guest population.

Eli's Place was founded by David and Deborah Cooper following the death of their son Eli Nathan Cooper in 2010, after a long struggle with serious mental illness. In their grief, the Coopers committed to building what Eli himself said he needed — a place where people living with serious mental illness could find time, community and meaningful work, especially on the land in a natural setting, as the foundation for recovery. That commitment has driven the organization for over a decade. It is the reason Eli's Place exists and the reason it matters.

Eli's Place is governed by a skilled and experienced board of directors with deep expertise across mental health, clinical practice, finance, law and community leadership — and grounded in the lived experience of serious mental illness and loss that gave the organization its founding purpose. The board has been the driving force behind the organization since its founding and remains actively engaged in its development.

Location

Eli's Place will operate from Loyola House on the grounds of the Ignatius Jesuit Centre (IJC), a 600-acre working farm and conservation property in Guelph/Eramosa Township, just north of the City of Guelph, Ontario. The IJC is a longstanding charitable organization with deep roots in land stewardship, conservation and community agriculture. Eli's Place is a non-religious program — the relationship with the IJC is an operational one, not a religious affiliation.



Under formal agreements with Eli's Place, the IJC provides the residential facility and coordinates access to the farm and conservation lands on which the outdoor work program is delivered. The IJC brings over three decades of experience in regenerative agriculture, agroecological training and ecological land management, and its Farm and Conservation team works directly alongside Eli's Place staff and Guests in facilitating the land-based work program.

The property includes working farm fields, market gardens, an orchard, old-growth forest, conservation lands, wetlands and maintained trails. Guests participate across a range of work streams drawn from the IJC's decades of land-based programming — from crop planting and seasonal harvesting through to ecological restoration, orchard care and trail construction. The work itself is the vehicle through which Guests develop strengths, form working relationships, build resilience and recover a sense of purpose and worth — the real-life skills and confidence needed to move toward greater independence.

Guelph is a mid-sized city with a strong and growing health and social services sector, a well-established community mental health presence and deep institutional connections through the University of Guelph. Consistently ranked among the safest cities in Ontario, it offers over 1,000 hectares of parkland and trails, a vibrant arts community and a strong civic culture. It also offers a more affordable cost of living than Ontario's larger urban centres. Guelph is widely considered one of the best places to live in Canada.

Eli's Place is also within commuting distance of Kitchener-Waterloo, Cambridge, Fergus and Milton, and approximately 90 minutes from Toronto.



Role

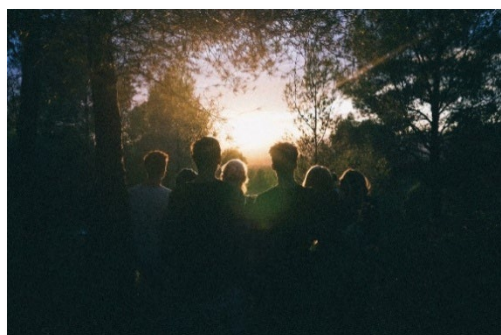
The Financial Controller is a core member of the administration team, responsible for financial integrity, compliance and accurate reporting across the organization. The role reports to the Executive Director.

The Financial Controller directs contracted bookkeeping and payroll services, reviewing and approving their work to ensure accuracy and timeliness, and manages day-to-day cash flow and accounts payable approval directly. In the organization's first year, the Financial Controller works closely with the Board Treasurer to provide senior financial oversight while the organization's financial infrastructure is being established; the role carries full financial management responsibility from the outset.



Like every founding role, this position carries a program-building mandate that distinguishes it from a steady-state financial post. In the pre-launch and early operating phases, the Financial Controller helps establish the budgeting process, financial controls and funder reporting systems that will carry Eli's Place through launch and into ongoing operation. This requires both strong financial

judgment and a builder's orientation, someone comfortable establishing systems in a new organization and operating as both a hands-on doer and an overseer in a lean team.



At peak, the Financial Controller manages payroll, budgeting and financial reporting for a team of 23 direct staff, supporting a program serving up to 30 Guests in residence at any given time, with approximately 40 additional Guests in the transition phase.

Key Accountabilities

Financial Operations

- Direct contracted bookkeeping services, reviewing and approving work to ensure accuracy and timeliness
- Manage payroll processing, accounts payable approval and day-to-day cash flow
- Ensure compliance with non-profit accounting standards, CRA requirements and applicable financial regulations

Reporting and Financial Planning

- Prepare financial statements and management reports for the Executive Director and Board
- Monitor budget performance, provide variance analysis and flag risks to organizational sustainability
- Lead budgeting, financial planning and audit preparation processes

Funder and Compliance Accountability

- Manage funder reporting and financial accountability obligations across grants and funding agreements
- Support outcomes and compliance reporting in collaboration with the Monitoring and Evaluation Specialist

Organizational Support and Program Building

- Provide financial training and process support to Eli's Place staff
- Help establish financial systems, controls and reporting practices during the pre-launch and early operating phases
- Work closely with the Board Treasurer in year one to establish financial infrastructure, holding full financial management responsibility from the outset

Ideal Candidate

Education and Designation

- CPA designation, or equivalent experience in hands-on financial management
- Proficiency in accounting software and financial reporting tools
- Experience in non-profit financial management, fund accounting and grant reporting is preferred
- Comfortable operating as both a doer and an overseer in a lean organization
- Experience preparing financial statements and supporting audit processes

Judgment and Communication

- Strong financial judgment and a compliance orientation
- Clear communication of financial information to non-financial audiences
- Sound judgment in flagging risks to organizational sustainability

Alignment with the Model

- Genuine openness to or familiarity with the therapeutic community model and recovery-oriented, non-institutional approaches to care
- Comfort working as one member of a small, closely connected founding team
- Innovative and adaptable, with an interest in contributing to a new, first-of-its-kind program model
- Alignment with the mission and values of Eli's Place

Conditions of the Role

The role is hybrid, with approximately two days on site per week. The Financial Controller works closely with the Executive Director, contracted bookkeeping and payroll support, and Eli's Place staff to maintain financial integrity across the organization.

The working schedule is determined by organizational needs, including budget cycles, audit periods and funder reporting deadlines, and may occasionally require additional hours around those milestones.

Compensation

The salary range for the Financial Controller is \$95,000–\$125,000, commensurate with experience and qualifications.

Eli's Place offers a competitive health and wellness benefits package. The Financial Controller will receive three weeks of vacation annually.

Eli's Place is committed to the ongoing professional development of its staff. Professional development, including relevant CPA continuing education, is supported through a dedicated organizational fund.

Compensation at Eli's Place reflects both the financial and non-financial value of the work. This is a small founding team building something that has never existed in Canada, on a 600-acre working farm where the daily environment is unlike anything an institutional or urban office setting can offer. For the right person, that context is as much a part of the offer as the salary.

How to Apply

Eli's Place is committed to equity, diversity and inclusion. We encourage applications from individuals of all backgrounds and identities and are committed to a fair and accessible hiring process.

To apply, please submit a résumé and a cover letter addressed to Dr. Chris Joseph, Executive Director. Your cover letter should speak to your relevant financial management experience, your comfort operating as both a doer and an overseer in a lean organization, and what draws you to Eli's Place specifically. The substance of the cover letter is an important part of the screening process.

Applications should be submitted by email to jobs@elisplace.org

This position will remain open until filled. Review of applications will begin **September 14, 2026** and we encourage early submission. Applications received by that date will receive first consideration, and the posting will stay open until a suitable candidate is identified.

Only candidates selected for an interview will be contacted. We thank all applicants for their interest in Eli's Place. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The successful candidate should ideally be available to commence employment prior to November 7, 2026.