



Opportunity Profile:

Executive Director



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Presented by Tapestry Talent,
Search & Consulting
Jennifer Winding
To Apply:
<https://tinyurl.com/IHDFmkeExecDirector>

About “I Have a Dream” Foundation – Milwaukee

The “I Have a Dream” Foundation (IHDF) is a national nonprofit organization founded in New York City in 1981, with cohorts in 15 cities today. The Foundation’s mission is to motivate and empower children living in low-income communities to reach their educational and career potential by providing academic, social and emotional support and tuition assistance from elementary school through post-secondary pathways.

The “I Have a Dream” Foundation – Milwaukee (IHDF-MKE) is an affiliate of the national IHDF organization, currently serving three cohorts of Dreamers. The first two cohorts of Dreamers are in college. IHDF-MKE was created in 2007 with approximately 90 first and second grade students at the Clarke Street School, Milwaukee, a collaboration between the city of Milwaukee and Legacy Bank. Students received in-depth services including a strong focus on pre-college/university education and completion. Today, many students are third and fourth-year students in post-secondary schools. Funding came from City of Milwaukee CDBG grants, the Brady Foundation, and the Kelben Foundation.

IHDF-MKE has seen that successful outcomes are driven by extensive support for cohorts *and their families*. With this in mind, IHDF-MKE is launching an innovative new “Dreamer” cohort in a strategic partnership with the Milwaukee Academy of Science (MAS), a STEM-based Milwaukee charter school with a successful track record of educating and graduating economically disadvantaged and racially diverse students. This partnership provides the incoming cohort of 95+ first graders the opportunity for a 16-year relationship with IHDF-MKE, allowing time to build trust between Dreamers, their families, MAS, and the IHDF-MKE staff and volunteers. IHDF-MKE will maintain these relationships well into their post-secondary education, whether that be a four-year university, a trade school, or community college.

Comprehensive, long-term wrap-around services to Dreamers and their families will be led by staff and volunteer committees, and include health and wellness, housing, individual career pathways, workforce development for parents, financial literacy, and broadband access. Collaboration with established community partners will support these initiatives so as not to duplicate effort and resources. Approximately \$2M has been raised to date to support this new concept cohort, and a commitment of \$10,000 toward post-secondary education will be available to each Dreamer upon graduation. This holistic, two-generation commitment of support for the entire family will ultimately create a path for sustainable employment to break the cycle of poverty.

The IHDF-MKE program is centered on eight core components:

- Parent/Family Engagement and Support
- Long Term Engagement, K-12 through post-secondary education
- Individualized Student & Family Case Management
- Mentorship
- Need
- Inclusivity
- Community Focused
- Tuition Support

The Medical College of Wisconsin will be following this class of 95+ students for the sixteen-year duration of their Dreamer experience. This longitudinal study, conducted on both a short and long term basis, will provide critical data to replicate this innovative support model. Case study interviews are already underway with families and student Dreamers enrolled in Milwaukee Academy of Science for the 2023-2024 school year. Many community partners and collaborators are already engaged, along with volunteer committees of individuals offering expertise and a valuable network in each of the support areas to ensure successful outcomes.

For more information: <https://milwaukee.ihdf.org>

About the Executive Director Position

The Executive Director will take the helm to guide the 1st grade Milwaukee Dreamer cohort of 95+ students through their entire education, creating and overseeing what will become a national program model of success for Dreamers. The Executive Director will work closely with the locally based volunteer board who will support resource development and strategy, as well as the team at Milwaukee Academy of Science, and the national “I Have a Dream” Foundation. The Executive Director will be responsible for providing leadership, vision, and the day-to-day management of administrative operations, program development, and fundraising. They will provide board and staff development and support, marketing and community relations. They will lead a paid staff of three, currently, which includes a Program Director, a Program Coordinator, a Mentor Coordinator, and Americorps/VISTA volunteers provided by the national IHDF.

The Executive Director will be the face of IHDF-MKE, building and managing critical relationships with Dreamer families, donors, and community partners. They will work with the IHDF-MKE Board and Expansion Committee to identify and implement strategic goals, broaden IHDF-MKE’s base of support through successful fundraising and communications, manage the annual budget, and oversee the financial health and stability of the organization. They will also hire, train and support a team to ensure the quality of all programming. The Executive Director will prioritize their time in the near term with roughly 50% spent in operational administration of processes and programs, 30% fundraising, and 20% with IHDF’s national affiliate.

The ideal Executive Director is an inspiring, visionary, and highly relational leader. With a DEI lens, this person will possess an unshakable, deeply held personal belief in the leadership and academic potential of all young people, regardless of race, ethnicity, national origin, family income or zip code. They will be thoughtful and intentional about implementing values of DEI across the organization’s policies and procedures, in everything from hiring, training, and managing the staff to partnering with board members and engaging community members.

The role requires a leader who is experienced, tenacious, agile, and results-driven, with an unshakeable commitment to equitable opportunities and a relentless focus on achieving exceptional outcomes for kids. The IHDF-MKE leader will possess the instincts, authenticity, and presence to gain trust and confidence. They will drive results by creating and leading an organization-wide vision and positive culture to change lives for Milwaukee’s Dreamers.

The Executive Director will share an office with three other staff members in the Milwaukee Academy of Science.



Primary Duties and Responsibilities

Organizational Leadership

- Sets a powerful vision for whole-child success. Inspires the commitment and collaboration of others towards the shared vision, and ensures alignment of the organization's culture with IHDF-MKE's mission and organizational values
- Serves as the primary staff liaison to the Board and the new cohort Expansion Committee; helps recruit and onboard new Board members, facilitates activities and meetings, and implements the visionary strategies developed in collaboration with the board
- Prepares and manages the organization's annual budget, working with the Board to ensure adequate fiscal systems and controls; strategically allocates resources
- Partners strategically and operationally with the Principal of Milwaukee Academy of Science, and the team, who will teach and support this Dreamer cohort.
- Contributes as an engaged affiliate leader to the National IHDF network through participation in National committees, convenings, conversations, and conferences

Program and Team Leadership, Management, and Administration

- Recruits, leads, manages, and develops a collaborative, high performing team (paid and volunteer) to ensure the overall success and wellbeing of students. Develops team's key competencies and establishes role clarity and shared expectations about distribution of responsibilities, prioritizing based on student, community, and organizational needs
- Leads the planning and execution of all aspects of the IHDF-MKE program, including the development of academic programs, mission-aligned policies, and organizational systems
- Spearheads program evaluation and leads continuous improvement efforts
- Promotes open dialogue with team members to identify best practices, synthesize divergent views, and coalesce all constituencies around a shared view or plan.

Fundraising and Development

- Serves as the chief fund development officer, working in collaboration with the Board to create a fund development strategy which identifies prospective funding sources across diverse channels
- Crafts all grant proposals and submits all grant reports
- Develops and maintains relationships with individual, foundation, and corporate donors to ensure IHDF- MKE's fundraising strategies and goals are achieved
- Plans, markets, coordinates, and executes all fundraisers and special events
- Builds and grows the organization's in-kind support and relevant community partnerships

Publicity/Community Relations

- Develops community-focused strategy and creates the conditions for authentic family engagement
- Establishes and maintains sound working relationships and cooperative arrangements with partner schools, community groups, and organizations that can contribute to IHDF-MKE's program and participants
- Facilitates the development and distribution of promotional materials (newsletter, impact report, website, social media) to a broad range of audiences
- Serves as spokesperson to promote community awareness of IHDF-MKE and strengthen relationships locally, regionally and nationally

Required Skills & Experience

- Passion for the mission of IHDF-MKE and the organization’s history, model, and potential for future impact. This leader will be driven by the opportunity to create cycles of opportunity for students from historically marginalized communities.
- A record of success as a strategic, visionary executive, with at least seven years of nonprofit leadership experience which includes strategic planning, fiscal skills, and program development oversight.
- Expertise in leading a successful fund development strategy through a variety of fundraising techniques, including major gifts solicitation, annual campaigns, capital campaigns, special events and grants; experience using a donor tracking software system.
- Experience serving as the outward-facing voice of an organization, guiding messaging, communicating the mission, and building the organization’s brand.
- Experience leading staff, including hiring, mentorship, and professional development.
- Demonstrated understanding and management of the fiscal drivers that influence organizational success.
- Experience managing a Board of Directors, committees, and relationships with community partners.
- Proven success in optimizing processes for best practices.
- Advanced Degree in Education, Social Work, Not-For-Profit Management or other relevant field preferred.



Desired Attributes

- A kind, empathic leader, who treats others with integrity and respect; an advocate for diversity, equity, and inclusiveness who imbeds the perspectives and needs of youth and families in the day-to-day work.
- Engaging, visionary, and humble, consistently displaying conviction, commitment, and passion.
- Articulate, persuasive, and effective communication skills; able to speak fluidly about IHDF-Milwaukee's impact, strategy, and future direction.
- Exceptional organizational skills for managing workflow, processes, and people.
- An appetite for a "start-up" environment with a roll-up-the-sleeves work ethic.
- A community mindset: a belief that helping those in the community gain an education and rise above poverty raises the quality of life for all in the community; a genuine interest in collaborating with others.
- An exceptional communicator with high EQ, both written and oral; comfortable with public presentations.
- A strategic, innovative thinker and developer of initiatives.
- Curiosity to find the best solutions, placing a high value on continual learning.
- Ability to resolve conflict and address problems holistically, with a calm, yet proactive demeanor.
- Ability to trust team members, not micromanage, and support where necessary.

I Have a Dream Foundation – Milwaukee is an equal opportunity employer.

Compensation & Benefits (FLSA Status: Exempt)

IHDF - MKE offers a competitive salary commensurate with experience and qualifications met, in a range of \$90,000- \$110,000. IHDF-MKE offers comprehensive benefits (medical and dental insurance, and mileage) and top of the market paid time off (vacation, sick leave, paid holidays).

I Have a Dream Foundation – Milwaukee has retained Tapestry Talent, Search + Consulting to conduct the search for an Executive Director. Applicants will be accepted until February 24, 2023.

To apply, please contact:

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or apply here: <https://tinyurl.com/IHDFmkeExecDirector>