



Opportunity Profile Executive Director



**“I HAVE A DREAM”
FOUNDATION®**
Milwaukee
Educate. Empower. Achieve.



TAPESTRY TALENT
SEARCH + CONSULTING

Jennifer Winding, Principal
jennifer@tapestrytalent.co

To Apply:
<https://tinyurl.com/EDIHaveADreamMke>

About “I Have A Dream” Foundation – Milwaukee

The “I Have A Dream” Foundation provides individualized social, emotional, and academic support to students from historically marginalized communities from first grade to first job, along with guaranteed post-secondary tuition support.

“I Have A Dream” Foundation – Milwaukee (IHDF-MKE) is a regional affiliate of the national IHDF organization, and is Milwaukee’s second cohort, launched in 2022 in partnership with the Milwaukee Academy of Science. This important partnership ensures a sixteen-year relationship with Dreamers and their families, to build trust and successful outcomes. With a focus on serving 100+ “Dreamers” from the high school graduating class of 2034, IHDF-MKE supports their families through intergenerational wrap-around services to bridge equity gaps and promote stability, well-being, and thriving. This includes support with Housing, Employment, Transportation, Technology Equity, and Health and Wellness, as well as keeping scholars in school, motivated to develop skills for a successful future. Collaboration with established community partners supports these initiatives. This holistic, two-generation commitment of support for the entire family ensures sustainable employment and a higher quality of life, breaking the generational cycle of poverty. The IHDF -MKE program is not just about individual success; it’s about family empowerment.

For more information: <https://www.ihdfmke.com>.

About the Executive Director Position

The ideal Executive Director is an inspiring, visionary, and highly relational leader, able to build and maintain strong relationships with the students, their families, donors and community partners. The Executive Director creates and communicates a clear and actionable vision based on the recently created strategic plan that positions IHDF-MKE and its Dreamers for success, while ensuring the organization’s resources (human, financial, and material) are effectively leveraged to support impactful, mission-aligned programming. The Executive Director cultivates an organizational culture of accountability, collaboration, and inclusivity, inspiring alignment with its vision of whole-child success.

The Executive Director works to support resource development and strategy, as well as the IHDF-Milwaukee staff and the educators at Milwaukee Academy of Science. They lead a team of 5 full-time staff, including a Director of Program Services, a Mentor Coordinator, a Youth Program Coordinator, and a Family Engagement and Program Coordinator. Part time support includes an AC Program Coordinator, an operations assistant, grant writers, and program and communications interns. The Executive Director will have fundraising support from the IHDF board fundraising committee, and contracted fund development professionals. The Executive Director will implement the strategic plan and oversee future strategic planning and evaluation processes for continuous improvement. They will establish and maintain strong partnerships with community organizations and donors to build excitement for this model programming. The Salary range is \$105,000 to \$145,000, commensurate with experience.





Primary Duties and Responsibilities

Organizational Leadership

- Develop and communicate strategic goals aligned with IHDF-MKE's mission and values, as outlined in the strategic plan.
- Oversee the implementation of operational systems and processes to ensure effectiveness, with a focus on accountability for financial systems and fundraising activities.
- Serve as the primary liaison to the Board of Directors, supporting board recruitment, governance, strategy, and resource development.
- Manage the organization's annual budget and oversee financial systems and controls.
- Contribute to the IHDF national network through committees, conferences, and collaborations.

Team Leadership and Culture

- Recruit, lead, and support a high-performing team, fostering professional growth and development.
- Ensure clarity in team roles, responsibilities, and expectations to optimize organizational impact.
- Promote open communication and collaboration across the team.

Community Engagement and Visibility

- Serve as the face of IHDF-MKE, speaking, presenting, and generally representing the organization at local and national events.
- Foster meaningful relationships with families, schools, community partners, and stakeholders.
- Develop and execute a community-focused engagement strategy.
- Oversee external communications, including newsletters, impact reports, social media, and the website.

Fundraising and Resource Development

- Drive and support volunteer board and fund development partners, assisting strategies around major gift solicitation, grants, annual campaigns, and events, as needed.
- Serve as the face of the organization with individual, foundation, and corporate donors.
- Collaborate with the Board to expand the organization's fundraising base.
- Work closely with contracted grant writers to ensure integrity around the preparation of grant proposals and donor reports.

Program Oversight and Impact

- Set a clear vision and measurable goals for impact and hold the team accountable for achieving these goals effectively.
- Ensure robust program evaluation systems are in place to measure and report impact.
- Oversee strategic partnerships to expand resources and opportunities for Dreamers and their families, emphasizing the critical role these partnerships play in achieving organizational goals and long-term impact.
- Ensure partnerships are effectively leveraged to support intergenerational wrap-around services for families, maximizing the impact of collaborative efforts.

Required Skills & Qualifications

Skills

- Ability to inspire authentic 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.
- Visionary and strategic thinker with strong execution skills.
- Exceptional communicator with the ability to inspire and engage diverse stakeholders.
- Strong leader and team builder, fostering a culture of collaboration and accountability.
- Highly organized, able to manage multiple priorities and meet deadlines.
- Results-driven with a commitment to continuous learning and improvement.

Qualifications

- Minimum 7 years of leadership experience in education, social services, nonprofit management or a related field, including strategic planning and operational oversight.
- Bachelor's degree, required, graduate degree, desired.
- Experience managing and professionally developing staff, oversight of board volunteers, and community partnerships.
- Familiarity with financial management and budget oversight.
- Commitment to diversity, equity, and inclusion, with a track record of implementing DEI practices.
- Experience serving as the outward-facing voice of an organization, guiding messaging, communicating the mission, and building the organization's brand.
- Experience driving and supporting fundraising, grant writing, and donor cultivation.
- Proven success in optimizing processes for best practices.
- Ability to work evenings and weekends, as needed.
- Valid driver's license and willingness to travel locally and nationally.
- Successful completion of a background check.

Compensation & Benefits (FLSA Status: Exempt)

IHDF - MKE offers a competitive salary commensurate with experience and qualifications met, within a range of \$105,000- \$145,000. IHDF-MKE offers comprehensive benefits (medical, dental, vision), mileage reimbursement, Generous paid time off (vacation, sick leave, paid holidays), and a family friendly work environment.

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

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 March 10, 2025.

To apply, please submit your cover letter and resume to:

Jennifer Winding

Tapestry Talent, Search + Consulting:

jennifer@tapestrytalent.co

608-556-3315

or apply here with your cover letter and resume combined as one document:

<https://tinyurl.com/EDIHaveADreamMke>

