



## **Milwaukee Jewish Federation**

### **Chief Executive Officer**

#### **Position Description**

#### **Background**

For more than one hundred years, the Milwaukee Jewish Federation (MJF) has worked to build a strong Jewish community in Milwaukee, as well as to strengthen the bond among Jewish people throughout the world. MJF represents the community's collective commitment to this future. We nurture and sustain a vibrant Jewish community through financial resource development, outreach and engagement, and community planning. We secure the means to support ourselves today through our Annual Campaign while creating a financially stable future through our \$190 million Jewish Community Foundation. The mission of the MJF is to ensure the continuity of the Jewish people, to enhance the quality of Jewish life in Milwaukee, in Israel and throughout the world. MJF has a long-standing commitment to its Shalichut program and its partnership region in Israel, Sovev Kinneret. In fulfilling its mission, the Federation is committed to the principles of Klal Yisrael, Tzedakah and Tikkun Olam.

Thanks to the vision of our community leadership, in addition to the Helfaer (Federation) building, the Karl Campus provides a home for the Harry & Rose Samson Family Jewish Community Center, Bader Hillel Academy, Milwaukee Jewish Day School, BBYO-Wisconsin Region, and Jewish Beginnings Lubavitch Preschool. Federation also built the Golda Meir House, and the Maurice S. Surlow Senior Residences, the Helfaer Community Service Building, and it donated property that made possible the building of the Jewish Home and Care Center at its present location. The Federation also supports the Chronicle, the Coalition for Jewish Learning, the Milwaukee Jewish Museum and the Holocaust Resource Center along with the JCRC and Israel Center. The Milwaukee Jewish Federation received the 2018 Top Workplaces award for the third consecutive year by the Milwaukee Journal Sentinel. To learn more, please visit <https://www.milwaukeejewish.org/>.

Milwaukee is home to some 30,000 Jews in a growing region. With a rich cultural heritage of ethnic neighborhoods, professional sports team and a wide array of cultural institutions including the Milwaukee Symphony Orchestra and Milwaukee Ballet. Milwaukee is affordable, accessible and has wonderful public schools and cultural institutions. Vogue Magazine recently called Milwaukee one of coolest Midwest cities.

<https://www.vogue.com/article/travel-guide-milwaukee-wisconsin-midwest-coolest-city>

## Summary

Milwaukee Jewish Federation has a unique opportunity for a collaborative, passionate executive with strong leadership skills to build upon and strengthen a dynamic, high quality Jewish community. MJF needs a convener and consensus builder who operates transparently and with integrity, who can lead the community, partner with the Board to create the organization's vision and then provide leadership and financial resources to implement that vision. In this effort it will be critical to engage broader segments of the region, work closely with the board, create a sense of team within the staff, attract and engage new volunteer leadership, and work closely with our community partners and other institutions. Outstanding interpersonal skills, ability to assess and take risks, a proven track record of successful financial resource development, a philosophy of thoughtful action and strong business acumen are essential.

## Success Factors

- **Fundraising Skills:** The CEO must attract and steward high net-worth individuals and expand the general donor base. Accountable for MJF fundraising success, s/he must be attuned to donor interests and concerns, convey deep passion for the mission, and successfully close gifts.
- **Integrity and Credibility:** The CEO will demonstrate openness, accessibility, transparency and accountability. S/he will build community consensus, take responsibility for decisions and consequences and act as a role model for volunteer and professional leadership development.
- **Strategically Leads and Manages Change:** The CEO will be a forward-thinking, strategic individual who promotes a culture of innovation and creativity and is not afraid to try new approaches and test new ideas. S/he successfully collaborates, working in concert with volunteer leaders and recognizing traditional Jewish values, to achieve shared objectives.
- **Builds and Maintains Trusted Relationships:** The CEO must be a highly accomplished relationship builder, comfortable with diverse groups, who is able to reach out both to those who have not identified with the Jewish community in the past as well as to long time donors to engage these groups. S/he is a warm, positive and engaging leader and listener, who demonstrates confidence and successfully positions and represents MJF
- **Inspires and Builds Commitment:** The CEO inspires engagement, participation and commitment to the Federation, and can galvanize the community with a relevant and meaningful Federation message. This individual is comfortable with diverse constituencies, and effectively works with all sectors of the Jewish Community.
- **Communicates Effectively:** The CEO has outstanding written and verbal communication skills, is comfortable speaking in public to inspire various constituencies with a vision for communal participation and innovation; and inform the community of progress toward goal achievement openly and transparently on an ongoing basis.

## Essential Functions and Primary Responsibilities:

- Provide creative, dynamic leadership to the staff, volunteers, and the community. Ensure the development of an organization committed to the attraction, motivation, and retention of quality personnel

- Develop and strengthen partnerships with key stakeholders and constituencies, agencies, synagogues, individual donors, governmental bodies, private foundations and other not for profit organizations including the general community and JAFI.
- Direct the development and implementation long-range strategic planning. In conjunction with the Board, develop organizational goals and objectives consistent with the mission and vision of the organization
- Oversee all development activities, including cultivation of major individual, foundation, and corporate donors, to achieve annual operating and endowment needs of the organization
- Review community priorities and develop new strategies to meet the changing needs of the community
- Build relationships and enhance our traditional links with JAFI and other Israel related organizations dedicated to the State of Israel
- Serve as primary spokesperson for Federation to the public and facilitate ongoing efforts to educate the community and promote the Federation
- Provide leadership for all Agency constituents. Enable, strategize with agencies on fundraising, board development, planning and professional development.
- Maintain an excellent working relationship with the Board of Directors and its committees. With the Board President develop an active and committed Board of Directors who govern the agency's strategic activities, develop its organizational capacities, and strengthen its role in the community
- Maintain and enhance the communities' tradition of including and collaborating with the spectrum of Jewish denominations and educational bodies.

**Qualifications:**

- Strong and diverse experience in all aspects of fund development including annual campaigns, grants, individual gift solicitation, stewardship, and endowment development
- Demonstrated ability to create and maintain partnerships between individuals, governmental and non-governmental organizations, corporations, and foundations, both locally and nationally
- Must have knowledge and familiarity with Jewish customs, traditions, and values.
- Ability to build trust and be a diplomatic honest broker in solving community issues
- At least seven years of progressively responsible experience managing a complex organization (private or not-for-profit). Prior Federation or Jewish Foundation experience or another Jewish communal agency experience is an important asset
- Knowledge of the organized Jewish community, locally, nationally, and overseas and have a strong commitment to support the State of Israel.
- Successful track-record strong leadership and management of organizations
- Outstanding analytical and written/verbal communication skills
- Energetic, forward-thinking, and creative with high ethical standards and an appropriate professional image
- Decisive visionary with a "big picture" perspective, detail oriented and well versed in organizational systems
- Flexibility in dealing with the evolving needs of the community, staff, and lay leadership
- BA degree required, graduate degree preferred

***For more information or to apply, please contact [Carin@sageviewconsulting.com](mailto:Carin@sageviewconsulting.com)***