

POSITION: VP of Mission Advancement

Reports To: Executive Director

Job Type: Full-time Exempt

Location: Milwaukee, WI

SUMMARY JOB DESCRIPTION

All-In Milwaukee is seeking a dynamic, growth-oriented executive to serve as Vice President of Mission Advancement, the organization's senior leader responsible for revenue growth, external relations, brand positioning, and philanthropic strategy. This role functions as All-In Milwaukee's chief business development and external affairs leader driving strategy, building high-value relationships, and securing the resources required to scale impact.

The Vice President of Mission Advancement will be accountable for generating \$7M+ in annual philanthropic revenue, expanding and diversifying funding across individuals, foundations, and corporate partners, and strengthening All-In Milwaukee's presence and credibility across the Milwaukee business and philanthropic community.

Reporting directly to the Executive Director, this role serves on the senior leadership team and works closely with the Board of Directors to advance organizational growth, sustainability, and long-term market positioning.

ESSENTIAL DUTIES & RESPONSIBILITIES

This list is not all-inclusive and may be expanded to include other duties and responsibilities as deemed appropriate.

Revenue Growth & Business Development Strategy

- Design and execute a comprehensive revenue growth strategy to meet or exceed annual fundraising goals of \$7M+, with a focus on scalability and long-term sustainability.
- Lead and integrate all revenue channels, including major gifts, corporate partnerships, foundation funding, individual giving, sponsorships, and events.
- Expand and diversify All-In Milwaukee's funding portfolio, with a particular emphasis on corporate engagement and strategic partnerships.
- Build and manage a disciplined prospect and pipeline development system, including segmentation, forecasting, portfolio management, and performance tracking.
- Apply a sales-oriented mindset to fundraising setting targets, monitoring progress, and adjusting strategy to drive results.

Executive Leadership & Organizational Growth

- Serve as a strategic advisor and partner to the Executive Director on revenue strategy, external relations, market positioning, and organizational growth.
- Collaborate with senior leadership to align fundraising, communications, and programmatic priorities.
- Partner with the Board of Directors to leverage networks, strengthen donor engagement, and support major gift and corporate partnership efforts.
- Present clear, data-driven revenue insights and forecasts to executive leadership and the Board.

External Relations, Partnerships & Stewardship

- Act as a primary external ambassador for All-In Milwaukee, cultivating strong relationships with corporate leaders, philanthropic partners, foundations, and community stakeholders.
- Manage and grow a portfolio of top donors and prospects, overseeing high-touch cultivation, solicitation, and stewardship strategies.
- Design and oversee donor and partner engagement experiences that strengthen long-term

relationships and repeat investment.

- Position All-In Milwaukee as a trusted, high-impact partner within the Milwaukee business and philanthropic ecosystem.

Grant & Institutional Funding Strategy

- Lead the organization’s institutional funding strategy, overseeing foundation research, proposal development, reporting, and relationship management.
- Ensure grant pursuits are strategically aligned with organizational priorities, program growth, and long-term funding objectives.
- Maintain strong compliance, reporting, and stewardship practices across all institutional funders.

Communications, Marketing & Brand Leadership

- Set and oversee All-In Milwaukee’s external communications and brand strategy, ensuring consistent, compelling messaging that supports revenue and partnership goals.
- Align marketing, storytelling, and communications efforts with business development and fundraising priorities.
- Oversee digital platforms, marketing materials, and media engagement to elevate visibility and credibility with corporate and philanthropic audiences.

Team Leadership & Operational Excellence

- Build, lead, and scale a high-performing Mission Advancement team, ensuring clear roles, accountability, and performance metrics.
- Recruit, develop, and retain top talent, fostering a results-driven, collaborative, and growth-oriented team culture.
- Oversee the Mission Advancement budget and ensure strong financial stewardship.
- Implement and continuously improve systems, tools, and CRM infrastructure (Salesforce preferred) to support pipeline management, reporting, and data-informed decision-making.

KNOWLEDGE, SKILLS & ABILITIES

- Deep commitment to educational equity and advancing outcomes for scholars.
- Strong executive presence with the ability to build credibility, trust, and influence with senior corporate, philanthropic, civic, and community leaders.
- Demonstrated ability to partner effectively with Boards of Directors, including engaging Board members in fundraising, stewardship, and external relationship-building efforts.
- Advanced strategic and analytical thinking skills, with strong financial acumen and comfort using data, forecasts, and performance metrics to inform decision-making and adjust strategy.
- Ability to operate as a senior organizational leader, influencing across functions and leading through collaboration rather than authority alone.
- Proven people leadership skills, including experience with performance management, goal-setting, coaching, and accountability systems that drive individual and team results.
- Exceptional relationship management, communication, and storytelling skills, with the ability to clearly articulate value propositions to diverse external audiences.
- Proficiency with Microsoft Office, CRM, and revenue tracking systems; Salesforce experience strongly preferred.
- Strong organizational, time management, and attention-to-detail skills, with the ability to manage competing priorities in a fast-paced environment.
- Familiarity with the Milwaukee corporate, philanthropic, or civic landscape is preferred; existing local relationships are an advantage.
- High degree of initiative, adaptability, and collaboration, with the ability to work

independently and effectively in a hybrid environment.

- Willingness to work occasional evenings and weekends.
- Willingness to regularly travel locally and occasionally outside the region as required.

EDUCATION & EXPERIENCE

- Bachelor’s degree required; Master’s degree preferred.
- Minimum of 10 years of progressive leadership experience in fundraising, revenue generation, business development, sales, external relations, or a related field, with demonstrated success driving growth in complex, goal-driven environments.
- Proven ability to design and execute multi-year revenue strategies, including forecasting, pipeline development, and performance management against ambitious targets.
- Demonstrated success securing major gifts, closing significant revenue-generating partnerships, or leading high-value sales efforts; experience translating corporate or sales-based approaches into mission-driven or philanthropic contexts is acceptable.
- Experience leading and managing teams, with a track record of setting clear goals, holding accountability, and driving results; experience managing managers is preferred but not required.
- Experience partnering with executive leadership and Boards of Directors to advance revenue strategy, donor engagement, and organizational growth.
- Experience overseeing or closely collaborating on communications, marketing, or brand strategy to support revenue and external engagement goals is preferred.
- Experience within education, youth development, or equity-centered organizations is additive but not required.

PHYSICAL DEMANDS & WORK ENVIRONMENT

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions. Reasonable accommodation will be made to enable qualified individuals with disabilities to meet the demands.

While performing the duties of this job, the employee is regularly required to sit, stand, or walk; use hands to finger, handle, or feel, reach or grasp with hands and arms, including overhead and from floor to waist, and talk or hear. The employee is regularly required to operate a motor vehicle. The employee is occasionally required to bend, stoop or kneel; lift, carry and/or move up to 25 pounds.

Specific vision abilities required by this job include close vision and ability to read from a computer or electronic device, and the vision required to operate a motor vehicle.

The noise level in the work environment is usually quiet to moderate. The employee is exposed to outdoor weather conditions during work-related travel.

BENEFITS OF WORKING AT ALL-IN MILWAUKEE

At All-In Milwaukee, you’ll be part of a mission-driven, high-impact organization dedicated to advancing educational equity and scholar success. You’ll be part of a collaborative, innovative, and supportive team where your work makes a lasting difference in the lives of scholars and the Milwaukee community.

We cultivate a connected and engaging workplace through team gatherings, celebrations, and outings to local events like Brewers, Bucks, and Admirals games. From team days and milestone recognitions to everyday camaraderie, we prioritize a positive and dynamic work environment where collaboration thrives.

VP of Mission Advancement Job Description



Life Balance & Paid Time Off

- Generous paid holidays, vacation, and other times
- Parental leave to support growing families
- School activities leave to participate in important family moments
- Flexible hybrid work policy allowing for some remote workdays

Health & Wellness

- Comprehensive medical, dental, and vision insurance plans for you and your family
- Access to an indoor fitness center for employee well-being at the Milwaukee office

Financial Security & Retirement

- Competitive salary with opportunities for performance-based pay
- Excellent retirement plan with employer contributions and match
- Employer-provided basic life insurance, short-term disability, and long-term disability
- Access to voluntary life insurance options
- Financial planning resources to help secure your future

Professional Growth & Development

- Professional development funds for training, conferences, and career advancement
- Opportunities for leadership and skill-building within a mission-driven team

Join All-In Milwaukee and be part of a team that is transforming educational outcomes and creating pathways to success for scholars across the region.

TO APPLY

Please submit a cover letter, resume, and names/contact information for three references to hr@allinmilwaukee.org. This position will remain open until filled. Applications will be reviewed on a rolling basis, with initial application review and phone screenings beginning on February 6. No phone calls, please.

All-In Milwaukee is an Equal Opportunity Employer and is committed to providing a work environment free from harassment and discrimination. All-In Milwaukee provides equal opportunity to all applicants for employment in accordance with all applicable federal, state, and local laws and will not refuse to hire any qualified individual, or otherwise discriminate against any individual by reason of an individual's race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender, medical condition, genetic information, or sexual orientation, or any other characteristic protected by law.