President and Chief Executive Officer Impact Description February 2026

ABOUT JEWISH FAMILY SERVICES

Since 1867, Jewish Family Services (JFS) has been a leading provider of social services, mental health services, and supportive and affordable housing in Greater Milwaukee for individuals, families and children of every age, race, religion, income and lifestyle. The organization is built on Jewish traditions of *Tikkun Olam* (making the world a better place), *Chesed* (love and kindness) and *Tzedekah* (righteousness, justice).

Originally organized as the Hebrew Relief Society, JFS has had five different names - each reflecting the changing needs and challenges of the time. Today, the organization offers a wide spectrum of services and resources to thousands of individuals served annually. JFS provides counselling services to help persons of all ages who are struggling with depression, anxiety, and life transitions. Our Care Coordinators assure that seniors, families, individuals with disabilities, and individuals with severe and persistent mental illness and other challenges are given the opportunity to achieve their fullest potential. We are proud to provide our services throughout the community, at the Sojourner Family Peace Center, at a number of local schools, and at several housing residences. The diverse populations we serve often represent the most vulnerable in our community with over 55% earning less than $15,000 per year.

Additionally, through our wholly-owned subsidiary, JFS Housing, we offer affordable housing for low- and moderate-income individuals, families, seniors and people with disabilities. JFS Housing was created in 2008 to support the mission of JFS in the development of housing for seniors, families, and people with disabilities. All residents of our housing earn less than 60% of the area median income.

JFS enjoys a strong endowment as well as support from the Milwaukee Jewish Federation, United Way, state and local government agencies, foundations and individual donors. Over the past several months, the Board of Directors has engaged in strategic efforts to affirm the mission, analyze the organization and has taken action through increased fundraising efforts and programmatic changes to strengthen the organization's sustainability and impact. We see this important thinking and planning continuing in partnership with a new President and Chief Executive Officer.

Our Mission: The mission of Jewish Family Services is to provide supportive services that will strengthen families, children and individuals throughout the life cycle within the context of their unique needs and traditions.

Our Vision: Jewish Family Services will be the recognized resource for high quality services that enhance the lives of all we serve. We will enable our clients to adapt to change, reach their maximum potential and lead fulfilled lives.

Our Values: Long held Jewish traditions of Tikkun Olam, which means repairing the world or making the world a better place, and values of Chesed (loving kindness) and Tzedekah (righteousness, justice) give our organization a deeply rooted sense of responsibility to care for our community, not as a burden but as a Mitzvah (obligation).

To learn more about JFS, please visit: http://www.jfsmilw.org/

POSITION DESCRIPTION

The President and Chief Executive Officer is an innovator and is ultimately accountable for the successful achievement of Jewish Family Service's vision and mission. Reporting to the Board of Directors, she or he is responsible for the development, supervision and administration of all aspects of the operating and capital budgets of JFS and JFS Housing. JFS has an annual operating budget of $5.2 million while JFS Housing has an annual operating budget of $1.5 million. The combined assets of JFS and JFS Housing, including the various housing properties, totals over $53 million. In addition, JFS has an endowment of $7.8 million. The President and CEO is responsible for meeting programmatic outcomes of both entities.

The President and CEO will work with the JFS Board to provide management, information and leadership around changing community needs and the strategic adjustments necessary to accomplish JFS' vision. JFS operates in a dynamic environment with a mix of revenue sources, including significant funding from government agencies, the United Way, Milwaukee Jewish Federation, foundations and generous individuals. The new leader will serve a variety of external and internal roles building relationships with these key stakeholders and current and potential partners while also overseeing daily operations with a senior management team and a staff of around 75. The ideal candidate will be highly organized, detail oriented and able to work on multiple projects. Above all, she or he will have a true passion for the organization's mission with the strategic, analytical thinking and team-building skills necessary to lead JFS into the future and meet the needs of our clients.

PRIMARY DUTIES AND RESPONSIBILITIES

LEADERSHIP and GOVERNANCE

- Maintains overall responsibility for the organization and facility operations.
- Works closely with the Board to develop and implement policies designed to fulfill the mission and successful administration of the organization.
- Proactively participates in Board meetings and facilitates activities of the Board.
- Identifies, assesses, and informs the Board of Directors of internal and external issues and trends that affect the organization.
- Serves as professional advisor to the Board in all areas of management, fundraising, program, finance, strategic planning and Board development.
- Partners with Board/Committee leadership and involvement, and structures opportunities for these individuals to make meaningful contributions to the organization.
- Carries out strategic planning and visioning and regularly updates the Board on this.

COMMUNITY RELATIONS and CLIENT ADVOCACY

- Advances the public profile of JFS in the development of new and innovative approaches to increase community awareness of its services.
- Serves as JFS' ambassador to the Greater Milwaukee Jewish and general communities to promote enhanced visibility of organizational programs and services.
- Represents JFS and its perspective on issues affecting individuals and families with community groups, the Milwaukee Jewish Federation, Milwaukee County, the State of Wisconsin, foundations, government funders, the media and more.
- Networks actively with colleagues in related agencies and professional organizations to address social service and community related issues.
- Builds strategic alliances, develops and implements collaborative approaches to service delivery through continued work with community-based and local & national organizations both public and private.
- Takes an active role with government leaders on issues pertinent to the mission.

FUND DEVELOPMENT and FINANCE MANAGEMENT

- Supervises the multi-faceted annual operating budget process; monitors financial reports and results.
- Evaluates the status of the JFS financial resources and ensures they are devoted to top priorities.
- Partners with the Board, staff, and Committees to create a development plan to support ongoing and new program initiatives and to grow the annual fund as well as build the endowment.
- Actively participates in fund development by building and cultivating relationships and oversees staff and programs relating to all fundraising activities, including special events, planned gifts, capital campaigns, and other donor relations and stewardship.
- Champions a culture of accountability by implementing data-driven decision making, defining success metrics for programs and operations, and regularly reporting on outcomes to the Board and stakeholders.

PROGRAM OVERSIGHT and STRATEGIC PLANNING

- Establishes and maintains high standards of excellence in JFS' program objectives.
- Provides expertise and leadership for the ongoing evaluation of program priorities, new initiatives and relationships to ensure financial stability of JFS and the impact of its services.
- Oversees the evaluation of existing programs and recommends appropriate program directions and modifications based on client and community needs and local & national trends, with consideration of the overall financial health of JFS.
- Develops an updated strategic plan to guide the organization, in conjunction with the Board.
- Assesses options and actions based on environmental trends and conditions and JFS' vision and values.
- Ensures that the programs and services offered support JFS' mission and reflect the priorities of the Board as well as the needs of the clients and community.
- Ensures the long-term health and sustainability of the organization by setting clear performance metrics, monitoring financial and operational indicators, mitigating risk, and taking decisive action when course correction is needed.

STAFF SUPPORT and HUMAN RESOURCE DEVELOPMENT

- Oversees leadership, direction, supervision and support to senior professional staff utilizing effective interpersonal skills.
- Provides staff with opportunity for dialogue and interaction by creating and encouraging an environment conducive to open and transparent communication.
- Encourages and empowers staff to maximize productivity, enhance communication, promote teamwork and professional development and reward creativity and accomplishments.
- Provides education, support and resources to staff for professional growth.
- Maintains a diverse, positive, healthy and safe work environment in accordance with all appropriate legislation and regulations.
- Recruits and selects staff that has the right technical skills and personal abilities to help further the JFS' mission.

ATTRIBUTES AND QUALIFICATIONS

- Bachelor's degree required. Master's degree preferred, or equivalent experiences.
- At least ten years senior-level management experience.
- Sensitivity to various cultures, religions and socioeconomic status.
- Familiarity with administration and provision of social services, mental health services, the affordable housing arena, state and local government operations and the legislative process.
- Knowledge of not-for-profit organization management.
- Demonstrated leadership skills.

COMMITMENTS FROM JEWISH FAMILY SERVICES

Jewish Family Services is an Equal Opportunity Employer and Service Provider. Our programs, services, and employment are available to all individuals on an equal basis regardless of race, color, religion, sex (including pregnancy), national origin, age, disability (including those with sight or hearing impairments), marital status, sexual orientation, gender identity, arrest or conviction record, the ability to speak English and any other category protected by federal or state law.

- References will not be contacted until a candidate has been notified.
- Offers of employment are contingent upon clear results of thorough background and reference checks.
- All inquiries and interactions with potential candidates are kept in strict confidence.
- This position will remain open until it is filled.

The annual salary range for this leadership position begins at $120K and offers the following generous suite of benefits:

Employer Paid Benefits:
- Generous Paid Time Off (PTO)
- 403B plan
- Health insurance
- Life insurance policy

Voluntary Benefits:
- Short and long term disability benefit
- Dental and Vision Insurance

INSTRUCTIONS FOR APPLICANTS

For full consideration of this position, please email all items below, combined into one document, to JFS@leadingtransitions.com, attention: Mindy Lubar Price, President & CEO, Leading Transitions LLC, 1345 N. Jefferson St., Suite 350, Milwaukee, WI 53202 no later than **5:00 p.m. CST on March 16, 2026**:

- A letter demonstrating your qualifications for the President and Chief Executive Officer position that includes your interest in the mission of Jewish Family Services and a description of your salary parameters,
- A detailed and updated resume and,
- The names of, your relationship to, and contact information for three professional references.

Leading Transitions is committed to the vitality of mission-based, nonprofit, philanthropic, and community-centered efforts and organizations, and their leaders. The firm's inclusive practices provide the flexibility and creativity necessary to adapt to the intricacies and dynamics of any community. We believe that periods of change are transformational and bring great new opportunities.

LeadingTransitions LLC
Advancing Leadership
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