

PRESIDENT & CEO

WAR MEMORIAL CENTER

MILWAUKEE, WISCONSIN



WMC Mission: Honor the dead – Serve the living

WMC Vision: The War Memorial Center in Milwaukee is “the” permanent place to honor, heal, discover, celebrate, and remember the personal experiences and sacrifices of Wisconsin’s Veterans.

The War Memorial Center (WMC) has partnered with Spano Pratt Executive Search to identify their new President and CEO. For a confidential conversation and to learn more about this opportunity, please contact Lindsey Kriete or Lisa Maddox.

Spano Pratt Executive Search

Lisa Maddox, Executive Search Consultant
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Lindsey Kriete, Practice Director
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ORGANIZATION

The Milwaukee County War Memorial Center (WMC), a not-for-profit 501(c)(3), is a significant architectural and cultural landmark located on the shores of Lake Michigan in Milwaukee, Wisconsin. Designed by renowned Finnish-American architect Eero Saarinen, the center was dedicated on Veterans Day in 1957 as a tribute to the men and women who served in the U.S. Armed Forces. The WMC is committed to furthering a single, solemn mission: “Honor the Dead, Serve the Living.” We fulfill this mission by honoring the dead through the memorials and exhibits located throughout the campus. We serve the living through our community-wide events, educational programs, and services for Veterans and their families.

The War Memorial Center serves as a hub for various activities related to Veterans, culture, art, and education. It hosts guided tours on weekends and features several exhibits, including:

- Lest We Forget: A Tribute to Wisconsin POW/MIA
- Medal of Honor: Recognizing 64 Wisconsin recipients

The center also includes leased office space, meeting facilities for both Veterans' and non-Veterans' organizations, and event venues, including a ball room, all fully accessible to visitors with disabilities.

Beyond its role as a memorial, the WMC actively engages with the community through educational programs that bring to life the stories of Veterans and their sacrifices. It serves thousands of visitors annually, including students from local schools and members of various organizations.

The center embodies a living memorial concept, aiming to foster understanding and appreciation of military service among current and future generations.



WMC on the shores of Lake Michigan, designed by architect Eero Saarinen

POSITION OVERVIEW

WMC seeks a dynamic, experienced leader who will provide visionary leadership and strategic direction to meet the organization's mission and objectives. The President & CEO will play a pivotal role in securing sustainability funding for the organization. Managing a \$2.1 million operating budget and a team of seven full-time and four part-time employees, the President oversees duties related to financial management, fundraising, marketing, program execution, facilities management, and administration. The position represents the organization publicly to the community, donors, volunteers, and partner organizations.

CORE RESPONSIBILITIES

Board Relations: Work with the Board to set the organization's strategic direction and fulfill the mission.

- Serve as the main advisor to the board, communicating effectively and providing all information for the Board to function properly and to make informed decisions.
- Assist the board chair in planning the agenda and materials for board meetings.
- Initiate and assist in developing policy recommendations and in setting priorities.
- Facilitate the orientation of new board members.

Financial Performance and Viability: Develop resources sufficient to ensure the organization's financial health.

- Develop and maintain the organization's financial sustainability plan, including identifying and securing the necessary funding.
- Oversee the development and management of the annual operating budget.
- Responsible for the fiscal management of the organization.
- Responsible for increasing philanthropic support and participating in identifying and cultivating corporate, individual, and foundation sponsors, and asking for funds.
- Responsible for increasing earned revenue and developing other resources necessary to support the organization's mission.

Mission and Strategy: Work with the board and staff to fulfill the mission through programs, strategic planning, and community outreach.

- Partner with the board to develop and implement WMC's strategic plan and annual goals.
- Develop and execute WMC's business strategies to achieve short-term and long-term goals.
- Lead WMC in a manner that supports and guides the organization's mission.
- Responsible for implementing WMC's programs that carry out the organization's mission.

Operations: Oversee and implement resources to ensure that the operations of the organization are appropriate.

- Responsible for the routine affairs of WMC.
- Oversee the senior leadership team.
- Serve as chief liaison with WMC's key partners, Milwaukee County and the Milwaukee Art Museum.

Public Relations:

- Serve as chief liaison with community groups.
- Cultivate and maintain excellent relationships with key stakeholders, government representatives, local media, and constituents.
- Present WMC's vision and services to the community through public presentations and the media, and by attending relevant business events, conferences, and gatherings.
- Responsible for enhancing the organization's image by being active and visible in the community and working closely with other Veteran, professional, civic, and private organizations.



"DOG TAG CHANDELIER" COMPRISED OF 530 DOG TAGS

QUALIFICATIONS & EXPERIENCE

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and Experience: Bachelor's degree with an emphasis in business, and/or ten to fifteen years of relevant experience and ten years of supervisory experience. Nonprofit experience preferred.

Leadership Skills: Ability to direct a fully competent staff capable of completing all assignments accurately and timely. Must be able to provide effective counsel and recommendations to the Board of Trustees, management, and staff concerning all operational issues.

Supervisory Responsibilities: Directly supervise Vice President of Finance and Administration, Vice President of Philanthropy, and Program Director. Manage the facility.

Financial Skills: Strong financial and budgeting skills with ability to read, interpret, and understand financial statements and reports.

Reasoning Ability: Ability to solve practical problems, analyze financial reports, recognize irregularities, and predict outcomes.

Other Skills and Abilities: Excellent interpersonal skills with the ability to build and maintain relationships with internal and external stakeholders. Strong organization, time management, and forecasting skills. Demonstrated record of success in generating significant contributions from corporations, foundations, individuals, and special events. Ability to build and leverage community relationships and partnerships. Experience developing and implementing strategic plans with a proven track record of achieving annual goals. Proven track record assessing and improving operations to support sustainable growth.

COMPETENCIES

- Senior level management and organizational leadership experience. Nonprofit experience preferred.
- Excellent interpersonal skills and ability to establish relationships internally and externally.
- Strong verbal and written communication skills and the ability to relate to and inspire all levels of staff, board, corporate leaders, volunteers, and program participants.
- Experience in developing partnerships, building teams, and conflict management.
- Demonstrated leadership and business acumen relative to building revenue and increasing philanthropic support.
- A flexible team player, resilient, and able to adapt.
- An exceptional work ethic and track record of personal initiative.

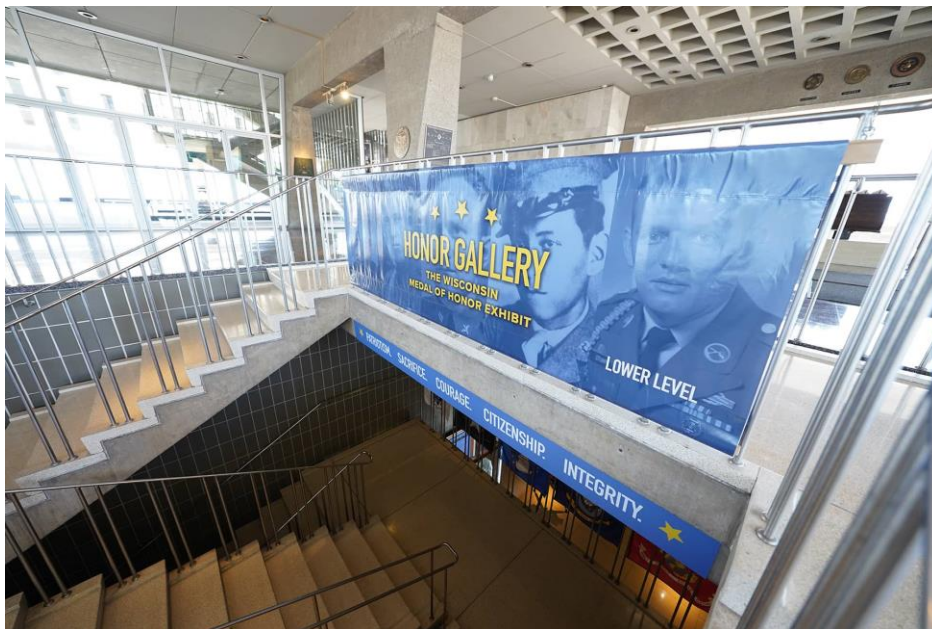
- Must have integrity and strong follow-through.
- Personal interest and passion in the mission of WMC

COMPENSATION AND LOCATION

Compensation includes a hiring range of \$110,000 - \$148,000 and a competitive benefits package. The position is based in Milwaukee, Wisconsin.

To learn more about the WMC:

- <https://www.youtube.com/watch?v=UG6ew4RFoY8>
- https://www.youtube.com/watch?v=ys_lwKF4e5M



THE WISCONSIN MEDAL OF HONOR EXHIBIT AT WMC

This position is not just a job; it's an opportunity to shape an organization worthy of our Veterans' sacrifices.

To be considered for this opportunity, please submit a cover letter, and resume to:

Lisa Maddox, Executive Search Consultant -OR-
Lisa@spanopratt.com

Lindsey Kriete, Practice Director
lkriete@spanopratt.com

www.spanopratt.com