



## **Co-Executive Director (Part-Time)**

**Hours:** 5-10 hours/week

**Compensation:** \$1,000/month

**Location:** Remote w/ in-person meetings and events in Milwaukee, WI

### **About Fair Future Movement**

The Fair Future Movement works to unite the community for environmental justice. We work to foster a multiracial and multicultural environmental community by connecting and engaging with folks who have been excluded or not involved in the traditional environmental movement, dismantling systemic barriers to participation, and amplifying and organizing around current community initiatives.

We focus on uniting community members to overcome the racism and systems of oppression that have fractured us, created unhealthy living environments and power imbalances, and exacerbated environmental injustices.

The Fair Future Movement is based in Milwaukee, WI. It was founded in 2021 and received its 501c3 nonprofit status in 2024. Find more information at [fairfuturemovement.org](https://fairfuturemovement.org).

### **About the Position**

The Co-Executive Director (Co-ED) position is a part-time leadership role designed to be flexible, collaborative, and grounded in community. You'll share responsibilities with a partner Co-ED and work with our Board, volunteers, and community partners to keep Fair Future Movement moving forward in our mission.

Work is done remotely with weekly in-person or virtual meetings with your Co-ED, quarterly in-person Fair Future Meetups, and quarterly in-person Board meetings.

## Responsibilities

This is a shared leadership role. Together with your Co-ED, you'll help lead the organization with care, intention, and a focus on equity and community impact. Work responsibilities shift week to week, and we prioritize thoughtful collaboration, realistic pacing, and shared workload.

### Leadership & Culture

- Help keep the organization running day-to-day with clarity and calm
- Ensure our initiatives and partnerships are rooted in equity and truly serving the community
- Keep staff, Board members, volunteers, and partners connected and aligned with our mission
- Foster an organizational culture that's anti-racist, collaborative, inclusive, and purpose-driven
- Represent the organization to our community with compassion, care, and authenticity

### Areas You'll Support

Working together with your Co-ED, you'll lead or support the following areas based on your strengths and interests:

- **Strategy & Vision**  
Collaborate on setting and adjusting goals, priorities, and plans to keep our work rooted in our mission and community needs
- **Financial Management**  
Partner with our bookkeeper and Board to develop and monitor budgets and support smart and values-aligned financial decisions
- **Fundraising & Development**  
Help shape and lead fundraising strategies – from grants to events to donor engagement – with a focus on building long-term financial sustainability for the organization
- **Community Engagement & Relationships**  
Build and deepen relationships with community members and groups and grow our presence
- **Staff & Volunteer Support**  
Help grow, guide, and support our team of staff and volunteers with compassion and clear communication
- **Initiative Development**  
Plan, implement, and reflect on our initiatives to ensure they're impactful and aligned with the community and our values

- **Reporting & Communication**  
Share updates with our Board and community, and ensure we're transparent and accountable
- **Board Partnership**  
Serve as a bridge between staff, the community, and the Board – collaborating, updating, inviting input, and supporting their growth as leaders
- **Compliance & Administration**  
Keep an eye on the basics – emails, schedules, documentation, and making sure we're staying in legal compliance

## Who You Are

You don't need to have a traditional leadership background or be an expert in everything to thrive in this role. If you're passionate about community, equity, and environmental justice, and you're ready to step into a shared leadership role, we want to hear from you.

We're looking for someone who...

- Believes in the power of community-led change
- Is grounded in anti-racist and equity-driven practices
- Has strong connections to the Milwaukee community
- Enjoys bringing people together and moving projects forward
- Is comfortable with collaboration, flexible roles, and shared decision-making
- Is organized, self-directed, dependable, and a clear communicator
- Is eager to learn and grow with the organization

## A Note on Expectations

This is a leadership position intentionally part-time and designed to be sustainable. We're building a model of leadership that's rooted in care, not burnout. We prioritize rest, trust, and shared responsibility in all we do.

## How to Apply

If you're excited about what we do and think you'd be a great fit – even if you're not sure you meet every bullet point – we encourage you to apply. We're most interested in finding someone who shares our vision for a more just, inclusive, and united environmental movement.

To apply, send your resume to [hello@fairfuturemovement.org](mailto:hello@fairfuturemovement.org). In your email, please share a little about yourself and why you're interested in this position. Interviews will begin after July 7th with flexible meeting times, including evenings. Applications will be accepted

until the position is filled, with a commitment to interviewing a diverse and representative cross-section of Milwaukee's communities.

## **Commitment to Representative Leadership**

Fair Future Movement is rooted in Milwaukee and shaped by the people who call it home. Our work for environmental justice is most impactful when leadership reflects and is informed by the full diversity of our community. We especially welcome candidates whose lived experiences connect them to the communities most impacted by environmental racism and injustice – Black, Indigenous, Latine, Asian, multiracial, and other people of color, as well as those from working-class and historically marginalized backgrounds. We believe your voice and leadership belong at the center of this movement.