



Kentucky united against **v**iolence.

POSITION PROFILE

Chief Executive Officer

ZeroV

Frankfort, Kentucky

About ZeroV

ZeroV stands at the forefront of a powerful movement to end intimate partner violence and create a safer, more equitable Kentucky. As the Commonwealth's statewide coalition united against violence, ZeroV leads a network of 15 regional domestic violence programs that serve all 120 counties in Kentucky. Collectively, we provide shelter, advocacy, and crisis support to more than 16,000 survivors across Kentucky each year.

Our coalition model harnesses the collective strength and expertise of advocates across Kentucky to unite communities, drive innovation, and advance our mission. Together, we are building safe lives and thriving futures for survivors and their children. We believe that a world safe for survivors is a world safe for everyone—and that the responsibility of creating this world lies with all of us: our coalition, our communities, and our Commonwealth.

Our mission is bold and urgent: to abolish the social conditions and systems that spark, enable, and amplify intimate partner violence, and to create communities where every Kentuckian can live and thrive in safety and peace. **Our work will persist until the violence in our state is ZERO.**

Through a survivor-centered approach, ZeroV:

- **Supports** survivors through a statewide network of shelters and service providers offering safe, survivor-centered care.
- **Empowers** individuals with economic and housing assistance to rebuild lives with independence and dignity.
- **Educates** through technical assistance, community outreach, and professional training that strengthens Kentucky's response to intimate partner violence.
- **Advocates** for public policy and legislation that protects and empowers survivors.
- **Mobilizes** members, partners, and the public to take collective action and demand a future free from violence.

ZeroV's innovative initiatives—such as our nationally recognized housing and economic empowerment programs—have become models for other states. Our legislative advocacy has helped pass landmark protections, including laws addressing marital rape, dating violence, and emergency protective orders. We lead statewide efforts to track and analyze data, raise awareness, and shift the narrative around intimate partner violence.

With a reach that spans every county and corner of the Commonwealth, ZeroV works to ensure that all Kentuckians have a pathway to safety, healing, and hope.

The Opportunity

The Board of Directors of ZeroV seeks a collaborative and visionary leader with significant experience leading systems-level change to guide the coalition's next chapter in the effort to end intimate partner violence. The incoming CEO will work closely with the Board of Directors—composed of community members and representatives from Kentucky's 15 regional intimate partner violence programs—and lead a talented and long-tenured staff of 25.

After a long history of stable executive leadership and significant growth and legislative success, the next leader will build on this significant momentum to further elevate the organization's profile, expand its

impact, and maintain support for the programs across the state providing direct service to end intimate partner violence.

This is a pivotal moment for ZeroV and for the broader movement to end intimate partner violence. Like many organizations that rely on public support, ZeroV faces significant financial uncertainty due to shifts in state and federal funding. The organization has successfully maintained and expanded this support despite challenges, but it does remain vulnerable. The next CEO will be charged with navigating this uncertainty and identifying pathways for diversifying funding for organizational sustainability. The next CEO at ZeroV will be an engaging leader, who excels at building relationships and inspiring others to join them in their commitment to abolish the social conditions and systems that spark, enable, and amplify intimate partner violence. They will be a passionate advocate and educator, with a commitment to ethical, data-driven storytelling to demonstrate the urgency and impact of the work of ZeroV and its member programs. The CEO will benefit from a national network of leaders of similar coalitions and cultivate relationships with stakeholders including program directors, elected officials, government agencies, and community partners.

The ideal candidate will bring a strong background in coalition or movement leadership, a strategic approach to nonprofit management, and a deep commitment to survivor-centered values. They will also bring extensive experience working with boards of directors and understand the nuances and complexity of working with a majority-member board to steward the financial and operational health of the organization.

Leading a talented and passionate team, the CEO at ZeroV will lead by example and promote a culture of accountability and ongoing professional development across the organization. They will take a collaborative approach to leadership, with an emphasis on shared purpose, transparency, and care.

Key Position Functions

Organizational Leadership and Management

- Provide strategic leadership to ensure ZeroV's operations, programs, and culture align with its mission, vision, and values.
- Oversee day-to-day administration and support the senior leadership team, including the Chief Legal Officer, Chief Financial Officer, Chief Housing Officer, and Chief Operations Officer.
- Foster a collaborative and high-performing organizational culture that promotes staff engagement and development.
- Guide internal planning and assessment efforts to ensure programmatic effectiveness and operational integrity.

Board Relations and Strategic Direction

- Serve as the primary liaison to the Board of Directors, keeping members informed on organizational progress and challenges.
- Partner with the board to develop, implement, and evaluate ZeroV's strategic plan.
- Support board governance by clarifying roles, strengthening policies and bylaws, and assisting in the recruitment and orientation of new members.
- Participate actively in board and committee meetings, preparing reports and offering strategic counsel.

Fiscal Oversight and Resource Development

- Collaborate with the Chief Financial Officer and board to develop and manage the annual budget.
- Oversee financial operations including audits, financial reporting, accounting policies, and compliance.
- Identify and pursue funding opportunities aligned with the organization's strategic goals.
- Lead fundraising strategy and relationship management with funders, foundations, and donors to ensure financial sustainability.

Staff Development and Administrative Oversight

- Lead implementation of personnel policies, including hiring, supervision, evaluation, and staff development.
- Ensure compliance with administrative requirements such as timekeeping, expense reporting, and training.
- Create and maintain a workplace culture that supports staff engagement and professional growth.

Training and Technical Assistance

- Provide oversight for training initiatives, including the Advocate Certification Program and specialized events such as law enforcement mini-summits.
- Deliver or coordinate technical assistance for member programs and external stakeholders.
- Ensure all training and technical assistance efforts are timely, relevant, and mission aligned.

Data, Research, and Evaluation

- Ensure the integrity and strategic use of data across all organizational functions.
- Promote continuous learning and evaluation of programs to inform decision-making and improve outcomes.

Public Policy and Systems Advocacy

- Represent ZeroV in policy and advocacy efforts at the state and federal levels.
- Testify on legislation, engage with policymakers, and advocate for systems change that benefits survivors and promotes prevention.

Partnerships and Public Engagement

- Build and maintain strategic relationships with community leaders, funders, policymakers, and allied organizations.
- Represent ZeroV in public forums and media, advancing the visibility and credibility of the coalition.
- Amplify the expertise and impact of member programs across Kentucky and beyond.

Innovation and Systems Change

- Identify and pursue bold, survivor-centered solutions that promote a violence-free Kentucky.
- Engage staff and stakeholders in exploring new approaches that drive systemic change in intimate partner violence prevention and response.

Qualifications

Competencies and Attributes for Success in the Position:

- Balances stakeholders
- Build networks
- Collaborates
- Communicates effectively
- Customer and client focus
- Drives vision and purpose
- Financial acumen
- Instills trust
- Organizational savvy
- Resilience
- Strategic mindset
- Values differences

Required Qualifications:

Successful candidates should have the following qualifications.

- Significant experience in nonprofit management, advocacy, and/or coalitions.
- A demonstrated personal and/or professional commitment to the mission, vision, and values of ZeroV.
- Proven experience leading large, distributed teams.
- Master's degree or a bachelor's degree from an accredited college or university and an additional 3 years of relevant leadership and management experience.

The CEO will be required to live within reasonable commuting distance to the ZeroV offices, located in Frankfort, KY.

Compensation

ZeroV is pleased to offer a competitive compensation and benefits package for this position. Target compensation for the position is \$120,000-\$140,000, commensurate with experience.

Application Process

Benefactor Group is pleased to be assisting ZeroV with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please submit an application at this link: <https://bit.ly/ZeroV-CEOapp>.

To learn more about ZeroV, please visit <https://www.zerov.org/>.

Please do not contact ZeroV staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

Benefactor Group Recruitment Team

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<http://www.benefactorgroup.com>

About Frankfort, Kentucky

Often called “Kentucky Distilled,” this capital city embodies the essence of everything that makes Kentucky special: natural beauty, a commitment to education and healthcare, and unique cultural amenities—encompassing history, bourbon, art, agriculture, and more. These features—combined with a cost of living 15% lower than the national average—make Frankfort an attractive, affordable place to call home.

Frankfort’s landscape is home to countless murals, historic architecture, and distinctive stained-glass features—earning it the title of the “Public Art Capital of Kentucky.” In particular, many are drawn to the Josephine Sculpture Park, which features over 70 works of art across 40 acres of native meadows and forested areas. The city’s lively arts community also offers an endless selection of cultural opportunities: among other institutions, the Bluegrass Theatre Guild produces a variety of Broadway and off-Broadway shows throughout the year; the Frankfort Arts Foundation presents an annual series of concerts, plays, and poetry readings; and the Grand Theater has a full schedule of movies, concerts, and live performances.

Green spaces abound in Frankfort and the surrounding region, as well. The city’s parks department operates nine major parks consisting of more than 1,000 acres that provide spaces for aquatics, baseball, soccer, football, softball, golf, tennis, volleyball, basketball, hiking, biking, canoeing, and picnicking. The Elkhorn River—with its mild whitewater and beautiful scenery—is fast becoming Kentucky’s most popular canoeing stream. And Kentucky’s unique topography offers over 130 known caves for exploration across the state, including Cumberland Gap National Historical Park, Carter Caves State Resort Park, Lost River Cave, Hidden River Cave, and Diamond Caverns.

Healthcare in Frankfort is top notch. Frankfort Regional Medical Center has attained Magnet® recognition, the nation’s highest recognition in nursing excellence. Only six other hospitals in Kentucky and 8% nationwide have achieved Magnet distinction. Furthermore, the county ranks 9th out of 120 Kentucky districts in public health, reflecting its commitment to wellness.

And of course, Frankfort’s location in the heart of Kentucky—perfectly positioned on the shores of the Kentucky River, less than a one-hour drive to both Louisville and Lexington—makes it a convenient hub for exploring the state’s many attractions.



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