



# Chief Executive Officer

Position Profile

## Introduction for Lexington Habitat for Humanity

Driven by the vision that everyone deserves a decent place to live, Lexington Habitat for Humanity has built and repaired homes in Lexington for over 35 years. An affiliate of Habitat for Humanity International, Lexington Habitat for Humanity helps Fayette County residents achieve strength, stability, and self-reliance through shelter.

Signature programs of Lexington Habitat for Humanity include their Homebuyer program, which offers affordable homeownership opportunities to qualifying individuals and families and prepares them for homeownership through 18 weeks of classes; Love Your Neighborhood, which provides critical home repairs and preservation projects that helps existing homeowners with low incomes maintain the integrity of their homes; and the ReStore, a home-improvement store and donation center where every purchase, donation, and hour volunteered supports the mission of Lexington Habitat for Humanity.



Since 1986, Lexington Habitat for Humanity has served thousands of Lexington and Fayette County residents and built or repaired nearly 600 homes. Their programs counteract systemic inequalities in rates of homeownership and allow individuals and families to build generational wealth through homeownership, all while ensuring they have a safe, decent, affordable place to call home.

## The Opportunity

Lexington Habitat for Humanity seeks a visionary leader to oversee the growth and evolution of the organization's work to provide equitable access to affordable housing for Lexington-area individuals and families. The Chief Executive Officer (CEO) will be a thought partner to a committed board of community leaders, and a leader to an experienced, long-tenured staff who share an unwavering commitment to the organization's mission to bring people together to build homes, communities, and hope.



This is a time of extraordinary change and opportunity for the Lexington community and for Lexington Habitat for Humanity in particular. Long recognized as a leader in the effort to provide individuals and families safe, affordable housing, the organization has



emerged in recent years as an innovator, developing programs to help residents remain in their homes and maintain their communities through critical home repairs. The organization has always adapted their delivery to changing community conditions and, in 2022, in response to the limited availability of land for development, broke ground on the organization's first-ever townhomes. These higher-density units will be homes for five families, including future homeowners who have previously experienced homelessness, refugee families, and single parents who have found it nearly impossible to secure a decent, affordable place to live. The incoming CEO will continue and expand this bold, innovative approach to addressing the critical lack of decent, affordable housing for individuals and families in Lexington and Fayette County.

The next CEO of Lexington Habitat for Humanity will bring a deep understanding of affordable housing, finance, government relations, and fundraising. The CEO will be highly collaborative and a strong motivator who will promote a culture of innovation among the board, staff, and volunteers. The new executive will have a passion for ensuring all people in our community have an affordable place to live. As a key leader in the Lexington nonprofit community, the CEO will take responsibility for representing the organization at the local, state, and national level to further the impact of Lexington Habitat for Humanity.

## Key Position Functions

The Chief Executive Officer (CEO) provides strategic leadership and day-to-day management of Lexington Habitat for Humanity, reporting to the organization's Board of Directors. The CEO will

- provide vision and articulate a strategy for Lexington Habitat for Humanity's future; strengthen the organization's position as a leader and innovator in the efforts to ensure everyone has a decent place to live.
- collaborate with local and regional leaders to identify pathways for continued growth of Lexington Habitat for Humanity's reach through innovative building and redevelopment efforts, partnerships, and/or mergers.
- demonstrate a passion for and knowledge of the organization's mission and provide strong leadership to staff and volunteers; understand and implement best practices of nonprofit board governance.

**Vision and Strategy:** Develop and articulate a vision and strategy for Lexington Habitat for Humanity's future and mission. Seek and understand input and objectives of the community, board, staff, and other key stakeholders. Anticipate future needs and developments for the organization. Develop, in collaboration with the Board of Directors, strategic and operating plans that meet Lexington Habitat for Humanity's mission as well as address demonstrated community need for safe, decent, and affordable housing. Ensure plans and activities align with the overall strategy, and use a lens that prioritizes diversity, equity, inclusion, and access.

**Leadership and Management:** Hire and manage a results-driven staff and provide leadership to the team. Ensure a strong culture of accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

**Governance:** Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. Ensure board members of all viewpoints and backgrounds are engaged in the substantive work of Lexington Habitat for Humanity.



**Advocacy and Public Policy:** Understand the importance of alliances and partnerships. Maintain a high level of visibility and engagement with current and potential partners. Develop, strengthen, and nurture relationships with local, state, and federal legislators to facilitate funding, recognition, and broad support for affordable housing.

**Program Development and Oversight:** Collaborate with staff and board leadership to develop and implement programs that support the organization’s mission and strategic goals and address unmet needs in the community. Assess opportunities for partnership and identify pathways to expand the organization’s reach and impact.

**Community Relations:** Build and nurture effective relationships and partnerships with existing and prospective stakeholders. Ensure Lexington Habitat for Humanity’s continued impact and sustained growth to address the needs for affordable housing through surveys, focused conversations, and benchmarking.

**Resource Development:** Lead revenue development and fundraising initiatives to ensure Lexington Habitat for Humanity has the resources to sustain and grow its work. Ensure strong collaboration across the resource development team and with other departments and staff within the organization. Continue a strong partnership with Habitat for Humanity International.

## Qualifications

### Technical Expertise and Knowledge:

- Nonprofit management and governance
- Low-income housing and/or real estate development
- Construction

### Competencies and Attributes for Success in the Position:

- Builds networks
- Business insight
- Communicates effectively
- Cultivates innovation
- Develops talent
- Drives vision and purpose
- Financial acumen
- Global perspective
- Instills trust
- Manages ambiguity
- Organizational savvy
- Persuades
- Resourcefulness
- Strategic mindset

### Required Qualifications:

- Bachelor’s degree
- Ten or more years in leadership or management roles
- Prior to being hired, applicants are required to pass a driver’s license and criminal background and sex offender registry check, submit a credit history report, and complete a pre-employment physical which includes a drug/alcohol screening

### Desired Qualifications:

- Master’s degree
- Experience in construction, government, real estate, retail, or nonprofit sectors



## Compensation

Salary range: \$140,000-\$160,000, commensurate with experience

## Lexington Habitat for Humanity Leadership

The board is comprised of the following individuals.

**Chris Farris, Chair**

Billings Law Firm

**McKay Moore, Vice Chair**

LRC Real Estate

**Kyle Wicker, Treasurer**

Cumberland Valley National Bank

**Brandi Peacher, Secretary**

Lexington-Fayette Urban County Government

**Janet Beard**

WesBanco Bank, Inc.

**Tiffany Brown**

Lexington-Fayette Urban County Government

**Bishop Carter**

Bethsaida Baptist Church

**Rebecca Cox**

Tate Hill Jacobs Architects

**Beverly Gamrat**

Baptist Health

**Brooke Hansen**

Chick-fil-A Turfland

**Rob Lawson**

Thrivent Financial

**Shayla Lynch**

Carnegie Center for Literacy & Learning

**Kristy Maggard**

Maggard Marketing Group

**Hannah Rivera**

Kentucky Community & Technical College System

**Todd Rotgers**

The Fraternity of Phi Gamma Delta

**Stephen Sanders**

Appalachian Citizens' Law Center, Inc.

**Veronica Thacker**

Transylvania University

**Chad Tussey**

Lexington Oriental Rugs

**Ryan Worthen**

Kentucky Employer's Mutual Insurance

**Lyle Hanna, Member Emeritus**

Hanna Resources

**Dennis Pike Jr., Member Emeritus**

Pike and Preston

## Application Process

Benefactor Group is pleased to be assisting Lexington Habitat for Humanity 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 send a cover letter and resume to:

**Benefactor Group Recruitment Team**

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

To learn more about Lexington Habitat for Humanity, please visit <https://www.lexhabitat.org/>



## About Lexington, KY

Lexington, recently named among the best cities for [college graduates](#) (#6), [young professionals](#) (#10), and [most affordable for an early retirement](#) (#5), is one of the nation's most promising places to live and work. The city—second largest in the Bluegrass State—boasts a vibrant music, food, and entertainment scene, top-ranked educational institutions and hospitals, a successful economy sustained by diverse businesses, abundant outdoor recreation, and a culture that combines the friendliness of a small town with the energy of a big city.

The streets of downtown Lexington are packed with “pilgrimage-worthy culinary and cultural developments,” according to [Travel and Leisure](#), which ranked the city among the best places to visit in 2021. Here, residents and guests can peruse 100 retail shops and 170 casual and fine dining options. Many visit “The Square,” a popular, 140,000-square-foot collection of shops, restaurants, and entertainment; or the [Greyline Station](#), a 70-stall open market. Arts and culture enthusiasts can visit nine museums; plentiful art galleries; and several state-of-the-art theaters, including the landmark Kentucky Theatre. Numerous event spaces are also located downtown, such as the Fifth Third Pavilion at Cheapside Park—which operates weekly events, from live outdoor music to a popular Saturday Farmer’s Market—and larger venues like the Rupp Arena and the Lexington Center.

Lexington is also home to distinctive, one-of-a-kind cultural attractions. The city is famous as the nation’s epicenter of bourbon culture, hosting 15 unique distilleries within 45 miles of downtown. And the aptly named “Horse Capital of the World” offers access to 150 horse farms, the Keeneland Race Course, Red Mile Harness Track, Kentucky Horse Park, the International Museum of the Horse, and much more.

Beyond rich cultural attractions, Lexington is also home to top-rated educational opportunities. Named one of six “University Cities”—a new species of city with highly educated populations, entrepreneurial economies, and outsized arts sectors—Lexington is anchored by the state’s flagship university, the University of Kentucky; it boasts 10 additional colleges and universities within 40 miles of downtown. Among cities over 300,000 in population, the U.S. Census Bureau ranks Lexington as the 11th most highly educated in the nation.

Outdoor recreation abounds. There are more than 90 parks and green spaces tucked away around Lexington: horse parks, dog parks, lakes and streams flowing from the Kentucky River, and miles of trails.

When it comes to health care, Lexington offers many innovative and unprecedented medical efforts. The region’s health care supply is consistently ranked among the best in North America, while the industry’s constant expansion is evident in hospital and clinic construction and renovation projects. The University of Kentucky’s Albert B. Chandler Hospital has been named the best hospital in Kentucky for the fifth year in a row; it also earned a national ranking for its cancer care and continues to climb in the rankings.

As best summarized by its [Chamber of Commerce](#), “Whatever you are looking to get out of life—relaxing countryside, excellent schools, a vibrant downtown, a restaurant to match every taste, or internationally acclaimed sporting venues—Lexington is waiting to be your new Kentucky home.”