



POSITION PROFILE

Chief Executive Officer

Kentucky Association of Sexual Assault Programs

Frankfort, Kentucky



About Kentucky Association of Sexual Assault Programs

The Kentucky Association of Sexual Assault Programs (KASAP) is Kentucky's statewide coalition dedicated to ending sexual violence and building safer, more just communities for all. As the voice for Kentucky's 13 regional sexual violence resource centers, KASAP leads a unified movement to support survivors, advance prevention, and dismantle the systems that enable sexual violence.

KASAP's work is driven by a singular vision: a Commonwealth where survivors are believed, communities are prepared, and sexual violence is no longer tolerated. Rooted in a powerful history of grassroots advocacy, we provide critical training, technical assistance, public education, and policy advocacy. We work to ensure that every survivor has access to compassionate, trauma-informed care and that communities have the tools they need to prevent violence before it occurs.

KASAP's core work includes:

- **Supporting survivors** by providing coordination, training, and funding support to Kentucky's 13 regional sexual violence resource centers.
- **Advancing prevention** through leadership of statewide initiatives such as Green Dot High School and It's My Space (middle school), as well as community-based prevention programs like Green Dot Community, which provide individuals and communities with resources and strategies to effectively intervene and prevent violence.
- **Policy and advocacy** at the state and federal levels to strengthen protections for survivors, improve access to care, and hold systems accountable.
- **Training and technical assistance** for professionals across disciplines, including law enforcement, healthcare, education, and social services.
- **Public education and awareness campaigns** that shift cultural narratives around sexual violence and promote empowerment, healing, and justice.
- **Collaboration and capacity building** across Kentucky's diverse communities to ensure an equitable, inclusive response to survivors and a shared commitment to prevention.

KASAP has helped lead some of Kentucky's most significant advancements in sexual assault policy, from the elimination of the marital rape exemption to reforms in forensic evidence testing and protective orders. The coalition's impact reaches across systems and sectors, equipping medical professionals, educators, law enforcement, and community leaders with the knowledge and resources to respond effectively and prevent harm.

Through collaboration, courage, and care, KASAP is forging a path toward lasting safety and equity across every corner of Kentucky.

The Opportunity

KASAP seeks a collaborative, experienced, visionary leader to guide the coalition's next chapter in the movement to end sexual violence. The incoming CEO will work closely with the Board of Directors—composed of representatives from Kentucky's 13 regional sexual violence resource centers—and lead a committed team.



This is a pivotal moment in KASAP's history. The next leader will build on the momentum of recent policy wins, strengthened partnerships, and renewed public awareness of sexual violence. They will have the opportunity to guide the organization through a period of strategic growth, deepen its statewide impact, and position KASAP as a national model for coalition-driven change.

The organization has been in an extended period of transition, including leadership by an interim executive and an executive search that did not result in the appointment of a permanent CEO. During this time, the Board of Directors, in partnership with interim leadership, used the opportunity to thoughtfully assess and implement an organizational restructuring designed to support long-term sustainability and professional growth opportunities for a long-tenured team.

Historically, KASAP operated with a flat organizational structure in which all staff reported directly to the CEO. The organization has intentionally shifted away from this model to create clearer lines of responsibility, provide meaningful opportunities for professional advancement, and establish a more sustainable organizational framework. These changes have already been implemented, and executive coaching support will be available to the incoming CEO and staff leaders to support a successful transition and ensure the team is fully supported as it grows into the new structure.

The ideal candidate will bring a strong background in coalition or movement leadership, a strategic and trauma-informed approach to nonprofit management, understanding of financial management, and a deep commitment to survivor-centered values. They will ensure the continued provision of high-quality, accessible services to every Kentuckian while advancing prevention initiatives and advocacy work that addresses the root causes of sexual violence.

The CEO will play a critical role in expanding KASAP's influence, cultivating relationships with diverse stakeholders—including program directors, elected officials, government agencies, and community partners—and stewarding the financial and operational health of the organization. They will also nurture a strong internal culture rooted in shared purpose, equity, transparency, and care.

Key Position Functions

The Chief Executive Officer will lead KASAP into its next chapter, advancing the organization's mission to end sexual violence and support survivors across Kentucky. Working closely with staff, the board, and partners statewide, the CEO will set strategic direction, foster a strong and trauma-informed organizational culture, steward financial and programmatic excellence, and elevate KASAP's leadership in advocacy, coalition-building, and sustainability. The CEO will directly supervise the Executive Leadership Team, which includes the Chief Financial Officer, Chief Strategy Officer, and Chief Policy Officer.

Vision and Strategy: Develop and articulate a compelling vision for KASAP's future, rooted in the organization's mission to end sexual violence and support survivors. Collaborate with staff, the Board of Directors, coalition members, and community stakeholders to develop strategic and operating plans that anticipate emerging trends in funding, public policy, and community needs. Ensure KASAP's initiatives and partnerships align with its mission, promote equity, and reflect the lived realities of survivors across Kentucky.

Leadership and Management: Provide clear, values-based leadership to a high-performing staff team. Hire, supervise, and mentor staff to ensure accountability, continuous learning, and alignment with



KASAP's mission and trauma-informed values. Promote a positive and inclusive organizational culture that emphasizes transparency, collaboration, and professional development. Set organizational performance goals and metrics in partnership with staff and ensure strong internal systems for communication, workflow, and results.

Financial Management: Oversee the fiscal health of the organization in collaboration with the Chief Financial Officer. Ensure strong financial planning, forecasting, and reporting that aligns with strategic priorities and meets all federal, state, and grantor requirements. Provide clear and accessible financial reports to staff and board. Ensure responsible stewardship of resources, maintaining transparency and compliance with all regulatory requirements.

Governance: Serve as primary staff liaison to KASAP's board. Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. Keep the board fully informed on the condition of the organization and provide regular and timely updates on KASAP's progress toward its strategic goals. In partnership with board leadership, onboard new board members and develop plans to leverage expertise and relationships and deepen engagement.

Program and Financial Oversight: Ensure that KASAP fulfills its role as a pass-through entity with integrity, accuracy, and efficiency. Collaborate with program and financial monitoring staff to ensure programs are in compliance with all federal and state contracts and reporting requirements. Promote high standards for technical assistance and capacity building across Kentucky's 13 sexual violence resource centers. Ensure policies and procedures reflect best practices and align with legal, ethical, and trauma-informed standards.

Advocacy and Public Policy: Advance KASAP's policy agenda by cultivating and maintaining strong relationships with legislators, public officials, and policy allies. In close collaboration with the staff attorney and lobbyist, identify legislative priorities and advocate for survivor-centered laws, sustainable funding, and systems-level reforms. Evaluate opportunities for KASAP's participation in policy making and cross-agency working groups, determining—alongside the staff attorney—the strategic value of engagement and the most appropriate representative. Represent KASAP in select coalitions and forums, while supporting and empowering staff to participate in aligned spaces that elevate the voices of survivors and reinforce KASAP's leadership in prevention and response.

Resource Development and Sustainability: Lead efforts to strengthen KASAP's financial sustainability by diversifying revenue streams beyond federal and state funding. In partnership with the Board of Directors and staff, explore and pursue new funding opportunities that align with KASAP's mission such as private foundation grants, corporate partnerships, individual giving, and fee-for-service offerings. Position KASAP to proactively respond to shifts in public funding by cultivating relationships with philanthropic partners and identifying innovative ways to fund prevention, advocacy, and coalition-building work.



Qualifications

Competencies Required for Success:

- Communicates effectively
- Strategic mindset
- Builds networks
- Drives vision and purpose
- Action oriented
- Collaborates
- Decision quality
- Political savvy
- Ensures accountability
- Manages complexity
- Develops talent
- Directs work
- Plans and aligns
- Resourcefulness
- Situational adaptability
- Instills trust

Required Qualifications:

Successful candidates should have the following qualifications.

- Significant experience in nonprofit management, advocacy, and/or coalitions.
- 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 KASAP office, located in Frankfort, KY.

Compensation:

KASAP is pleased to offer a competitive compensation and benefits package for this position. Target compensation for the position is \$120,000-\$130,000, commensurate with experience.

Application Process

Benefactor Group is pleased to be assisting Kentucky Association of Sexual Assault Programs 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/KASAP-CEOapp>.

To learn more about Kentucky Association of Sexual Assault Programs, please visit <https://www.kasap.org/>.

Please do not contact Kentucky Association of Sexual Assault Programs' 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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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. 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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