



EXECUTIVE DIRECTOR

ABOUT NEW BEGINNINGS

Founded in 1976 as Seattle's first organization dedicated to ending domestic violence, New Beginnings is a leading force in the movement to end domestic abuse and empower survivors.

New Beginnings works to help survivors at any stage in their journey, whether they are living with their abuser, preparing to leave, or need additional supports to heal after establishing independence. With this focus on the needs of survivors, New Beginnings takes pride in being at the forefront of developing innovative programs to support better outcomes for adults and children, creating early interventions to break the cycle of abuse for the next generation, and adapting programs to meet evolving 21st century needs.

Current programs include community-based individual advocacy and support groups; legal advocacy and clinics; children's services; mental health therapy; bridge housing; rapid rehousing; Technology Enabled Coercive Control (TECC) Clinic; community education and professional training; teen dating abuse prevention education; and a 24/7 centralized help line, DVHopeline, for King County.

New Beginnings believes that everyone has the right to live free of oppression, to receive the same opportunities as others, and to exercise their own personal choice. The organization's roots in the feminist movement inform these beliefs.

This vision is formed by a commitment to seven core values:

- **Trauma Sensitivity:** striving to validate the experiences of both adults and children by providing services to them through a trauma-informed lens.
- **Peace:** opposing the use of violence or manipulation in any form, especially as a means of control over others.

Key Facts

62 total staff

\$6M budget

18-member [Board of Directors](#)

[Racial Equity Commitment](#)

[Stories of Impact](#)

Mission & Vision

MISSION

New Beginnings empowers survivors and mobilizes community awareness and action to end domestic violence.

VISION

New Beginnings envisions a world free of violence and oppression, reflected in peaceful relationships and communities.

Visit



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- **Awareness:** recognizing that many people experience an intersection of oppressions, which can be fostered by both individuals and society's institutions.
- **Racial Equality:** advocating for and supporting survivors with marginalized identities to ensure that the voices and perspectives of People of Color within these communities are centered in order to decrease systemic barriers.
- **Gender Equality:** working toward full equality for all.
- **Collaboration:** working together with other organizations and the community at large to bring awareness and accountability to all around the issue of domestic violence.
- **Opportunity:** affirming and promoting the leadership of all who have been marginalized, including domestic violence survivors, within the organization and the community.

Learn more about New Beginnings and these essential values: <https://newbegin.org/about-us/>

THE POSITION

The Executive Director of New Beginnings has overall management responsibility for the entire agency, leading a dedicated staff of 62 in achieving the agency's mission and financial goals. The Executive Director reports to a 18-member Board of Directors and manages five direct reports.

In partnership with the Board, the Executive Director will guide the agency through an inclusive strategic planning process that centers the voices of survivors and advocates and positions New Beginnings at the forefront of addressing domestic violence in the community. They will bring a vision that centers equity in empowering both survivors and staff through a culture of transparency. The Executive Director will be a vocal advocate on behalf of the DV community and survivors, a sought-after partner for other community organizations, and an adept fundraiser.

The ideal Executive Director will be a compassionate and collaborative leader who is able to bring teams together through a belief in trust and transparency. They will be a strategic, critical, and creative thinker capable of guiding the organization to be more proactive in its mission. They will center racial equity in the agency's work, bringing a strong understanding of intersectionality and its impact on staff and survivors.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the Executive Director will achieve the following major objectives:

- Further a culture of equity, transparency, and power sharing across the organization with a goal of increasing staff engagement and retention, and facilitating stronger collaborations between the staff and Board.
- Partner with the Development Director to set clear, achievable stretch goals and meaningfully engage with donors to increase contributed revenue to New Beginnings.



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- Establish an effective workflow across the senior leadership team that will allow the strategic focus needed to move New Beginnings forward.
- Explore ways to continue to innovate and assess opportunities for ongoing service and program expansion, either independently or in collaboration with other organizations.

RESPONSIBILITIES

The Executive Director will have the following primary responsibilities:

LEADERSHIP

- Exhibit a passion for and dedication to the advancement of New Beginnings' mission.
- Ensure the agency's adherence to mission and values, including a focus on advocacy, leadership of survivors, and promotion of active and broad volunteer involvement.
- Uphold New Beginnings' commitment to racial equity and demonstrate accountability for moving the organization toward being actively anti-racist.
- Serve as a spokesperson and advocate for New Beginnings and those served by the agency.
- Partner with survivors, advocates, leadership, and the Board to create a focused, results-oriented strategic plan that cultivates shared leadership and inclusive decision-making.
- With the Deputy Director, ensure all programs align with the agency's strategic plan to meet the needs of survivors and the community and achieve more equitable outcomes.

FUNDRAISING AND COMMUNITY RELATIONS

- Ensure a comprehensive development plan is developed and implemented annually to address strategic fundraising goals.
- In partnership with the Development Director, cultivate and solicit individual donors, including maintaining and enhancing relationships with existing funders and engaging with new donors.
- Identify changes or trends in the community served by the agency.
- With the Development Director, engage the Board in targeted and meaningful fundraising endeavors.
- Represent the agency in its community involvement, including cultivation of vital relationships with government agencies, partner organizations in the community, and key coalitions and alliances.

STAFF MANAGEMENT

- Foster a culture that inspires, develops, and retains diverse, top-quality staff and volunteers; cultivate and model an environment of meaningful employee engagement with clear lines of communication throughout the organization.



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- Directly manage the agency’s leadership team, which currently includes the Deputy Director, Administrative Director, Development Director, Accounting Director, and Data Manager.
- Assess the organizational structure on an ongoing basis to ensure alignment with the agency’s strategic priorities, including staff capacity, program effectiveness, and sustainable growth plans.
- Ensure that equitable and effective human resource practices are in place to sustain the recruitment, development, evaluation, and retention of a diverse staff; support implementation of best practices for anti-racist human resources policies that align with the needs of a growing agency.

OPERATIONS AND FISCAL OVERSIGHT

- Oversee the development and implementation of yearly programmatic and administrative work plans; partner with the Accounting Director, staff leadership team, and the Board Finance Committee to develop the annual budget that reflects the agency’s strategic priorities.
- Partner with the Accounting Director, staff leadership team and the Board Finance Committee to develop and maintain long-range financial projections, taking into account strategic plans and priorities, capital needs, and anticipated fundraising and government funding landscapes.
- Ensure the integration of asset management into agency operations and oversight.
- Oversee the financial performance of the agency in partnership with the Board, including ensuring an annual financial audit in compliance with policies and contracts.
- In partnership with the Deputy Director, ensure compliance with agency contracts, as well as relevant federal and state laws.

BOARD ENGAGEMENT

- Establish a structure for and facilitate engagement between Board members and the agency’s staff, volunteers, supporters, and program participants.
- Provide Board members with the information, counsel, tools, and resources that will enable them to govern and support the agency effectively.
- Support the identification and recruitment of new Board members in alignment with the agency’s strategic priorities and beliefs.

QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- A commitment to the mission, vision, and values of New Beginnings; a demonstrated understanding of advocacy, domestic violence, and its impact on adults, adolescents, and children.
- A dedication to racial equity and the experience and emotional intelligence to foster a culture that embraces diversity, equity, and inclusion at all levels.



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- At least five years of senior leadership experience in a nonprofit setting, preferably one with a mission or programs that address domestic violence; prior experience serving as a public representative of a nonprofit organization.
- Exceptional leadership skills, with successful experience in fundraising, fiscal management, strategic planning, community relations, and staff and board relations.
- Prior experience working effectively in partnership with a governance board and/or board committees; experience engaging board members in fundraising and advocacy initiatives.
- Excellent communication skills with the ability to motivate and inspire staff, board, volunteers, and the community, and engage them in a proactive and positive manner.
- Outstanding interpersonal skills to work effectively with diverse individuals, groups, and communities; high-energy and a sense of humor.
- A critical and strategic thinker, able to problem solve and proactively address concerns and challenges; strong conflict management and negotiation skills.
- Prior experience successfully leading an organization through culture change is a benefit.
- A bachelor's degree or equivalent professional experience is required; a master's degree in nonprofit management or similar field is preferred.

COMPENSATION AND BENEFITS

The salary range for this position is \$125,000 to \$140,000. Benefits include medical, dental, and vision insurance; generous paid time off; eleven holidays; educational, parental, and shared leave; life insurance; employee assistance program; and 403b retirement programs.

APPLICATION

New Beginnings has retained Campbell & Company to conduct this search. The team for this project includes Colleen Rogers, Senior Consultant, Emily Thompson, Consultant, and Trinity Gordon, Associate Consultant. To be considered for this opportunity, please send a letter of interest and resume to:

EMILY THOMPSON

Consultant, Executive Search

emily.thompson@campbellcompany.com

(312) 896-8891 direct

New Beginnings welcomes people from all cultures and backgrounds, and strongly encourages applications from survivors of domestic violence, Black, Indigenous, and People of Color communities, people with disabilities, members of the LGBTQ+ community, and people from other underrepresented and historically marginalized groups.



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