



LEADERSHIP PROFILE

Chief Executive Officer (CEO)

League of Women Voters of the United States (LWVUS)

Washington, DC

We envision a democracy where every person has the desire, the right, the knowledge, and the confidence to participate. The League believes in the power of women to create a more perfect democracy.

A Compelling Opportunity

The [League of Women Voters of the United States \(LWVUS\)](#) is the longest-running, most trusted voting rights organization in the country. The League is democracy in action—a powerful, nonpartisan grassroots organization that empowers voters and defends democracy. It centers diversity, equity and inclusion throughout its work and programs.

Today's League of Women Voters is more relevant, influential, and needed than ever.

As it enters its 105th year, the League is growing, transforming, and rising to the challenge of building a more perfect democracy. Its tri-federated model connects the \$22 million National Office with over 750 state and local Leagues that reach nearly every corner of the U.S.

While many organizations support voting rights, no other organization has a direct line to voters like the League. In addition to the talented League staff, some 500,000 members and supporters to advance voter registration and access, fair and factual information, and democratic and civic participation. In its breadth, depth, and focus on equity, the League acts as core U.S. civic infrastructure.

This is a time of growth, transformation, and leadership change at the League. The League National Office has tripled and the organization has embarked on major transformative initiatives aimed at centering equity and increasing alignment, support, and impact.

At the biennial National Convention in late June, the League will elect a Board and a President; will celebrate the late [Dr. Deborah A. Turner](#); and will announce the next Chief Executive Officer (CEO).



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Founded in 1920 with the mandate to “finish the fight” for women’s suffrage and win the 19th Amendment, the League has supported many innovations and **firsts, among them: online and automatic voter registration, multilingual voting resources, mail-in and early voting.** Among [accomplishments in 2023](#), the League registered tens of thousands of young voters and hosted hundreds of registration events nationwide; provided information on 20,000 elections; and fought legal cases in all 50 states, winning victories that included striking down Florida’s unfair congressional map. The League reaches millions of voters through the country’s most complete nonpartisan voter information site, [VOTE411.org](#).

The League has a permanent United Nations Observer Seat, awarded by President Harry Truman in 1945—a testament to its importance in national and international discourse. [Prominent League members](#) have included Eleanor Roosevelt, Shirley Chisholm and several recent First Ladies of the U.S.

In its governing by-laws, the League commits to proactive nonpartisanship and diversity, inclusion and equity practices. The League does not endorse candidates or parties. Rather, it takes positions on public policy issues. Some League policies have been consistent for years, such as support for the Equal Rights Amendment, DC Statehood, and ending the influence of money in politics. The League’s positions are updated after each National Convention and summarized in [Impact on Issues](#).

The League is undertaking a significant Transformation Journey to achieve greater impact, to strengthen and align the National Office, state and local Leagues, and to center diversity, equity, and inclusion.

The new CEO has the opportunity of a lifetime: to lead the League forward at a consequential moment in the history of LWV and the country.

In partnership with a strong President, Board and staff, the CEO will:

- Foster League visibility, activism, power and influence;
- Lead ongoing transformation, centering diversity, equity and inclusion;
- Build greater alignment and collaboration across the Leagues;
- Welcome and engage diverse new generations of members and supporters; and
- Advance equity, access and participation in U.S. democracy.

The CEO will lead and inspire the League to live into its full power, influence, and potential.

Mandate for the CEO

Reporting to the LWVUS Board of Directors (501(c)(4) and the League of Women Voters Education Fund (LWVEF) Board of Trustees (501(c)(3), the Chief Executive Officer (CEO) has overall responsibility for leading and managing the organization and advancing its vision and priorities.

The CEO will be passionate about the mission of the League, with lived experience and proven success advancing equity, inclusion, and organizational transformation. The CEO will have held leadership roles in large, complex, dispersed organizations and be knowledgeable about nonpartisanship, membership, and the context of (c)(3) and (c)(4) organizations. The CEO will have experience with voting rights, democracy, civil rights or other relevant movements, and activist and/or organizing expertise.

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volunteer component. The CEO will present a powerful, unified League presence and manage transformational change.

The CEO will:

1. Be a bold and inspiring leader.

The CEO will advance a clear vision that excites, connects, and inspires people across and beyond the League. The CEO will build a collaborative, productive partnership with the President, Board and staff members. The CEO will be a courageous, visible, activist leader who advances equity and inclusion, connection and alignment, engagement and mission accomplishment. The CEO will inspire staff, the Leagues, members, and donors, and will foster the next great era of accomplishment and influence.

2. Increase League visibility, influence, and power.

The CEO will be a compelling “face” of the League - an extraordinary public speaker, influencer, and relationship-builder. The CEO will be an inspiring communicator with all the League’s internal stakeholders, and with the media, donors and funders, communities and partners, elected officials, and the public. Through storytelling and thought leadership, at events and meetings of all sizes, the CEO will increase the League’s credibility and prominence. The CEO will be a synthesizer and communicator of big ideas, connecting them to mission and action. The CEO will build genuine, productive relationships with staff, Board and League members, and across all League constituencies. Together with the President, the CEO will develop LWVUS messaging to and with state and local leaders to ensure the League speaks with “one voice.”

3. Grow and diversify resources and membership.

The CEO will have a growth mindset and fundraising acumen. The CEO will cultivate

relationships with donors and ensure sound development planning and implementation, building a culture of philanthropy that attracts investors and fosters growing support. The CEO will be a great connector with members and supporters of all backgrounds, creating a culture of welcome and engagement that activates supporters who are diverse in age, ethnicity, race, background and life experiences.

4. Lead transformation that centers equity and inclusion.

The CEO will be a catalyst for the League's [Transformation Journey](#), partnering with the President and a strong executive team. The CEO will build trust and inspire the change process, valuing the League's remarkable [history](#) while helping the organization evolve, modernize, and build cohesion. The CEO will nurture a culture of collaboration, inclusion, and compassion. The CEO will plan strategically, think tactically, and foster change and implementation.

5. Enhance mission impact and accomplishment.

From day one at the League, the new CEO is a frontline leader during a national election year. The CEO will model boldness and activism consistent with nonpartisanship, and will engage at the federal, grassroots and state policy levels. The CEO will work with the Board to scale the League's social impact programs, increasing engagement in the organization's key issues - voting rights, election reform, and other issues that defend democracy and promote social and economic justice, health and safety.

6. Build a sustainable, adaptive LWV future.

The CEO will lead ongoing transformation and response to emerging developments in the democracy landscape. The CEO will foster adaptive long-range vision and planning, including succession planning and development of a diverse



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talent pipeline to ensure future generations of leadership and membership. The CEO will attract, grow, and empower diverse talent, nurturing a culture that is professionally rewarding and oriented to learning, innovation, and accountability. The CEO will ensure ongoing evaluation of risks and opportunities and increasing use of data, monitoring and evaluation, technology, and knowledge management.

Personal Characteristics

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Personal assets will include:

Leadership skills that center equity and inclusion

- Ability to advance vision, trust, and commitment
- Deep personal commitment to diversity, equity, and inclusion
- Courage and conviction to do what's right
- Ability to build consensus, make tough decisions, and take action as necessary
- Transparency, high expectations and accountability

Compelling communication and relationship skills

- A dynamic, inspiring, compelling personality
- Confidence, courage and gravitas, *coupled with* humility
- Outstanding media, public speaking, and persuasion skills
- Ability to connect and communicate effectively with all audiences

- Active listening, compassion, and relationship building; a gift for making others feel heard and appreciated
- Storytelling and synthesizing skills

Fundraising and partnership skills

- Proven fundraising expertise
- Personal magnetism and relationship skills
- Enthusiasm for partnering with the development team and donors, funders, and partners

Management skills

- Financial and business savvy
- Ability to prioritize, plan and execute
- High emotional intelligence, empathy, warmth, and sense of humor
- Ability to lead a positive, collaborative culture and foster talent, teamwork and shared vision
- Ability to address and resolve conflict
- Trust, appreciate, and empower others
- Attention to work-life balance

Ambition for mission

- Have and communicate authentic passion for the League's mission
- Courage to be an activist and step out front
- Political and diplomatic skills
- Knowledge of electoral and organizational politics
- Entrepreneurial spirit that encourages innovation and creativity
- Strength and perseverance on behalf of the mission

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About the Organization

The [League of Women Voters of the United States \(LWVUS\)](#) was born out of the 50th convention of the National American Woman Suffrage Association to “finish the fight” for national women’s suffrage and eliminate other forms of discrimination against women. The League became an independent organization in 1920, six months before the 19th Amendment to the U.S. Constitution enfranchised women. The League was formed on the premise that a nonpartisan civic organization could provide the education and experience the public needed to assure the success of democracy.



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The League is a tri-federated organization with presence in all 50 states; 700+ local Leagues; and the National LWVUS Office and LWVUS Education Fund. The LWVUS and LWVUS/EF are governed by a 12-member elected Board of Directors and Trustees with additional appointed trustees. The League is also governed by League members via a biennial National Convention that determines policy priorities and associated LWVUS budgets and elects the President and the Board. This year, the new CEO will be announced at the National Convention in late June.

The League’s activist network derives its strength from the energy and commitment of more than 500,000 supporters nationwide, including some 70,000 members. The League has an extensive network of grassroots volunteers in all 50 states, Washington, DC, the Virgin Islands, and Hong Kong, as well as an official presence in the United Nations.

The League’s hallmark has been its unique grassroots approach to study and action on public policy positions, which makes it a highly credible and nonpartisan resource. In recent years, the League has faced up to [hard truths](#) about its origins, and this assessment informs its transformation journey and strategic planning.

A professional staff of approximately 50 operates from the League’s headquarters in Washington, DC and remotely. The League’s ongoing work has four key pillars:

- Protecting the freedom to vote (fighting voter suppression, expanding voter access)
- Improving elections
- Reducing the influence of money in politics
- Fighting for fair redistricting

The League is a leading force in voter registration, candidate forums and debates, and educational events.

[VOTE411](#), the League’s nonpartisan election information website, facilitates voting for millions in every election by locating their polling place, showing their options for voting and what will be on their ballot, and more. During 2023 alone, tens of thousands of voters, including 19,000 young people, registered to vote through VOTE411 and League events. Some five million individuals turned to VOTE411 for advice on over 20,000 elections.

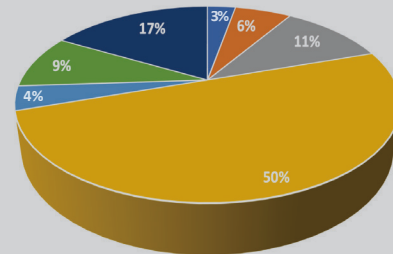
The League’s budget is approximately \$22 million. Approximately half the League’s support comes from individual giving. Eighty percent of expenses fund the League’s programs.

In its current strategic plan, LWVUS has committed to six overall goals:

1. To build our power by being a growing, equitable and inclusive League community.
2. To support Leagues in strengthening operational capacity at all levels.
3. To grow our advocacy and activism.
4. To increase our impact on voter access and participation at all levels.
5. To build campaign capacity by focusing on Fair Maps.

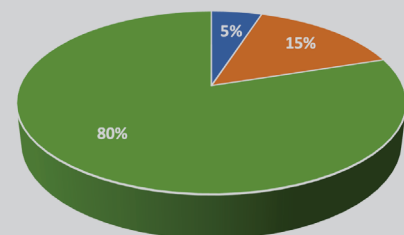
Consolidated League Budget for FY 2024 \$22 Million

FY 2024 Budget % of Revenue by Type



- Council and Convention Fees
- Corporate and Foundation Contributions
- Grant Revenue Released from Restrictions
- In-kind Revenue
- Revenue - Other
- Individual Giving
- Per Member Payment

FY 2024 Budget Percentage of Expense by Function



- General and Administrative
- Fundraising
- Program



6. To strengthen our role in the pro-Democracy movement through the [Campaign for Making Democracy Work®](#).

Today, after over a century of volunteer-driven activism on a wide range of public issues, the League intends to significantly expand its influence for even greater impact. The incoming CEO will lead the League forward to achieve its next chapter of impact defending democracy and empowering voters through strategies and programs that center diversity, equity, and inclusion.

For more information about the League, please visit www.lwv.org.

The Relationships

The CEO reports to:	The League of Women Voters of the United States (LWVUS) Board of Directors and the League of Women Voters Education Fund (LWVEF) Board of Trustees	
The CEO directs:	<ul style="list-style-type: none"> Chief of Staff Chief Operating Officer Chief of External Affairs Chief Communications Officer 	<ul style="list-style-type: none"> Chief of Programs Chief Counsel Chief of Culture
The CEO stewards relationships with:	<ul style="list-style-type: none"> League President and Boards of Directors and Trustees League Leaders at state and local levels (staff and supporters in 750+ locations) Funders, Donors and Partners 	<ul style="list-style-type: none"> Members (70,000+) and Supporters (500,000+) Elected Officials at the federal, state and local levels

The Location

The National Office is in Washington, DC. There are Leagues in every state, the Virgin Islands, Hong Kong, and 750+ localities across the country.

Applying for the CEO Position

Compensation will be commensurate with the complexity of the position. The League offers an attractive benefits package.

The League is an equal opportunity employer and does not discriminate on the basis of sexual orientation, gender identity, race, color, religion, national origin, sex, age, marital status, disability, economic status, personal appearance, family responsibility, matriculation, political affiliation, or any other status protected by applicable law.

The new CEO will be announced at the National Convention in late June 2024 and will start as soon thereafter as possible.

To be considered for the CEO position, or to recommend a candidate, please send a cover letter and résumé to League@BoardWalkConsulting.com or call **Lysondra Somerville, Terri Kohan** or **Kathy Bremer** at 404-262-7392.

For the status of this and other searches, please visit www.BoardWalkConsulting.com

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