

Breaking Free



Breaking Free Board of Directors

Organization Summary: Founded in 1996, Breaking Free is a non-profit centered on social justice. We forefront a movement of freedom for victims of commercial sexual exploitation, releasing them into a life of safety, restoration, dignity, and strength. Every year, Breaking Free helps hundreds of women escape systems of sex trafficking and commercial sexual exploitation. More than an organization facing an issue, Breaking Free empowers survivors of sex trafficking to build new lives through safe housing, direct services, effective healing programs, advocacy, worldwide policy change, and hope. Breaking Free's own diversity helps to intentionally provide additional support to serve women of color who are disproportionately represented in demographics of the trafficked population.

Mission: The mission of Breaking Free is to end all forms of prostitution and sex trafficking.

Our Core Beliefs:

- No one deserves to be bought and sold.
- Everyone deserves to live free of violence.
- It is important to criminalize the buyer and decriminalize the bought: to hold the demand accountable, not the victim.

Our Philosophy: At Breaking Free, we understand sex trafficking as a vicious cycle of violence, abuse, incarceration, and addiction. Repeated experiences of violence undermine people's capacities to avoid further victimization. Sexual exploitation distorts the lives of victims, destroys families, and undermines the fabric of our communities. *In order to break the cycle, we must first recognize sex trafficking and prostitution as forms of violence against an individual.*

Operating Principles:

At Breaking Free, all activities, decisions and operations support the following principles:

- Survivor-driven programs produce sustainable results.
- Good stewardship of all resources
- Positive partnerships are essential to advance our mission.
- Leadership development and support are core to empowerment at all levels of the organization.
- Integrity, confidentiality, accountability, honesty, and transparency are hallmarks of Breaking Free

Position:

Breaking Free seeks to expand its Board of Directors. The Board will support the work of Breaking Free and provide mission-based leadership and strategic governance. While day-to-day operations are led by Breaking Free's Executive Director, the Board-ED relationship is a partnership, and the appropriate involvement of the Board is both critical and expected.

Board Members serve a two-year term and are expected to:

- Serve as an ambassador of Breaking Free, proactively building relationships across the community and know the organization's mission, programs, policies, and needs.

- Lead strategically by evaluating impact, performance, and effectiveness of the organization.
- Actively engage in fundraising by helping identify and cultivate potential donors and supporting fundraising campaigns. Breaking Free's Board Members will consider Breaking Free a philanthropic priority and make annual gifts that reflect that priority. So that Breaking Free can credibly solicit contributions from foundations, organizations, and individuals, Breaking Free expects to have 100 percent of Board Members make an annual contribution that is commensurate with their capacity.
- Provide financial oversight by approving financial statements and annual budgets.
- Support, supervise, and review the performance of the Executive Director.
- Ensuring the organization complies with legal requirements.
- Actively participating in the overall strategic planning process and assisting in implementing and monitoring the plan's goals.

Regular Expectations and Duties:

- Attendance at monthly board meetings, plus online communication between meetings.
- Participating in fundraising and strategic planning efforts.
- Staying informed about committee activities, preparing for meetings, and reviewing meeting minutes.
- Building collegial working relationships with board members, staff, and donors.
- Utilizing skills, relationships, and knowledge for the advancement of Breaking Free.
- Volunteering 2-3 times a year at Breaking Free events.

Qualifications:

This is an extraordinary opportunity for an individual who is passionate about Breaking Free's mission and who has a track record of board leadership. Board Members will have achieved leadership stature in business, government, philanthropy, or the nonprofit sector. His/her accomplishments will allow him/her to attract other well-qualified, high-performing Board Members. Survivors of commercial sexual exploitation, members of the LGBTQIA+ community, and people of color are strongly encouraged to apply. Ideal candidates will also have the following qualifications:

- Extensive professional experience with significant executive leadership
- Accomplishments in business, government, philanthropy, or the nonprofit sector
- A commitment to and understanding of Breaking Free's clients.
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Personal qualities of integrity, credibility, and a passion for improving the lives of survivors



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