



Board of Directors Member Job Description

Mission

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

Core Values

At Breaking Free, we believe:

- Prostitution is violence against women
- No one deserves to be bought and sold, and 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
- The entire community is responsible for ending prostitution and sex trafficking

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

Vision

Breaking Free leads the nation as a model survivor-driven program that ends prostitution and sex trafficking and offers transformative opportunities that empower survivors to lead and sustain lives free of sexual exploitation and violence.

Position

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. Specific Board Member responsibilities include:

Leadership, governance, and oversight

- Serving as a trusted advisor to the ED as s/he develops and implements Breaking Free's strategic plan
- Reviewing outcomes and metrics created by Breaking Free for evaluating its impact, and regularly measuring the performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to board and committee meetings
- Approving Breaking Free's annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities



- Contributing to an annual performance evaluation of the ED
- Assisting the ED and Board Chair in identifying and recruiting other Board Members
- Partnering with the Ed and other Board Members to ensure that board resolutions are carried out
- Serving on committees or task forces and taking on special assignments
- Representing Breaking Free to stakeholders; acting as an ambassador for the organization
- Ensuring Breaking Free's commitment to a diverse board and staff that reflects the communities Breaking Free serves

Fundraising

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.

Board terms/participation

Breaking Free's Board members will serve a minimum of a two-year term and a maximum of a five-year term. Board meetings are held monthly.

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. Selected 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. Ideal candidates will 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 Breaking Free's clients

Service on Breaking Free's Board of Directors is without remuneration, except for Board approved travel and/or accommodation costs in relation to Board Members' duties.