

ORGANIZATION

Hui No Ke Ola Pono (The Hui) is a not-for-profit, community-based health enhancement, disease prevention and health care center. The Hui offers programs on nutrition, health management and health care referrals for the community of Maui in a culturally caring manner. Its mission is to care for the well-being of Maui's native Hawaiian people by integrating Hawaiian beliefs and practices into health care for the whole family.

The Hui is one of five Native Hawaiian Health Care Systems created under the Native Hawaiian Health Care Act of 1988 and reauthorized under the Native Hawaiian Health Care Improvement Act of 1992. Although its mission is focused on the Native Hawaiian community, services are open to all at its Wailuku campus.

The Hui's services cover the health spectrum and include traditional Native Hawaiian therapies, primary care, pediatric services, oral health and wellness programs. One of its most recognized programs is Ornish Lifestyle, a national program scientifically proven to reduce the risk of cardiovascular disease. The staff is passionate about the mission of improving the health of Maui's Native Hawaiian community. As a result, The Hui has earned the support and trust of the community it serves.

With 40+ dedicated employees and a budget of \$3M, The Hui is entrepreneurial in nature, nimble enough to capitalize on opportunities to provide services to its target communities, and not highly bureaucratic. Like many organizations during the pandemic, The Hui's on-site programs were impacted due to health precautions. The organization was able to quickly pivot and provide needed outreach services, such as supplying daily meals for kūpuna and keiki.

CHALLENGES

Since the pandemic and with recent organizational changes, the next Executive Director will be charged with building and developing the leadership team and providing stability at a time of transition.

The majority of The Hui's funding comes through a federal grant from Health Resources and Services Administration (HRSA). Although funding has been stable in the past, there is an imperative to build a diversified funding stream that is not dependent on the federal appropriations process.

Although necessary, the departure of the past Executive Director was an unwelcome surprise to the community and the staff of The Hui. An interim Executive Director is in place to ensure the organization does not lose traction. However, the next Executive Director will have to invest in building trusting relationships with the leadership team, staff, and larger community.

OPPORTUNITIES

Because The Hui seeks to recover from the pandemic and expand its impact to meet the needs of the community, there are opportunities to grow its reach into the community, especially in rural

areas. Although the Hui has strong traditional practices of lomi lomi and lā'au lapa'au, it could grow its Native Hawaiian healing programs to provide more services to the community. There is also an opportunity to extend its services beyond the walls of the clinic by providing mobile health services.

The Hui is a trusted community service provider, and has access to individuals who are not easily tracked or serviced by government or health services. There is an opportunity to become a partner in Native Hawaiian health research.

In order to diversify its revenue stream, the Hui could grow fee-for-service revenue or expand its entrepreneurial ventures. The Hui's café offers healthy, delicious meals on site, but could be expanded to offer catering services for organizations or special events.

POSITION

The Board of Directors seeks a compassionate, entrepreneurial and motivating servant-leader as its next Executive Director; someone who will provide a vision for Native Hawaiian health and foster organizational sustainability. As the face of The Hui, the Executive Director must exhibit personal and professional integrity and have a heart for serving the Native Hawaiian community.

The Executive Director's primary duties include communicating the vision, mission and values of the organization to its employees, stakeholders and community. With the support of the Board and management team, the Executive Director will develop and set clear goals, objectives and success metrics. As the leader of the organization, the Executive Director is responsible for the fiscal health of the organization, success of its programs, retention and development of staff, and maintaining its 'ohana and community-focused culture.

Qualified candidates must embrace Native Hawaiian values; be culturally sensitive to the place and people; have an understanding of the target population; and have proven success in program development and working with the Native Hawaiian community. Strong leadership, communication, and interpersonal skills are must-haves.

The successful candidate will have health care and senior management experience. Nonprofit and board governance experience are highly preferred. A master's degree in business, public health or health care administration is preferred.

TO APPLY

Applications are being received by Inkinen Executive Search until **December 20, 2021**. Please submit the following to executives@inkinen.com:

- Resume
- Cover letter
 - Addressed to Hui No Ke Ola Pono's Search Committee, c/o Inkinen Executive Search
 - Expressing your interest in Hui No Ke Ola Pono, and how your skills and experience match the requirements of the Executive Director role

For the job description and more information, please visit www.inkinen.com/the-hui-ED-2021.