



ORGANIZATION

Ho'ōla Nā Pua, meaning "New Life for Our Children," was founded to shine light onto the dark criminal enterprise of sex trafficking, placing the health of Hawaii's youth at the center of its mission and vision for Hawaii. Ho'ōla Nā Pua represents a path to a bright future for youth who have been victims of sexual exploitation and trafficking.

Committed to the prevention of sex trafficking while providing care for children who have been exploited, Ho'ōla Nā Pua (HNP) is dedicated to creating a community where children are safe and empowered to embrace their bright futures. Today, HNP offers integrated prevention programming serving thousands of youths, community members, stakeholders and government throughout the State of Hawaii.

Existing systems (foster care, criminal justice, schools, and healthcare providers) have interacted with exploited children without recognizing the complexity of their experiences. HNP's prevention programs engage advocates, mentors, service providers, health and mental health care providers, law enforcement, legislators, prosecutors, educators, and the commercial sector to help identify, intervene, and treat.

With the opening of The Bromley Family Pearl Haven Campus in 2021, HNP brought a world-class special treatment facility for youth who have experienced complex trauma as a result of sexual exploitation or trafficking. Pearl Haven provides a restorative experience, using a comprehensive treatment model to promote sustained healing, recovery, personal success, and reintegration.

Through collaboration and partnerships, Ho'ōla Nā Pua is building a comprehensive and sustainable response to the issue of sex trafficking and exploitation. This includes a continuum of care that promotes prevention, intervention, empowerment, health, and recovery.

OPPORTUNITIES

In a short period of time, HNP has built an incredibly loyal following of community stakeholders and funders, both local and national. HNP's successful capital campaign to open Pearl Haven and past fundraising have positioned the organization well, with strong financial reserves. Its brand, locally and nationally, can be leveraged to spread HNP's mission more broadly.

The opening of Pearl Haven was a huge victory for the organization in pursuit of its mission, finally matching its prevention programs with intervention and restoration programs. Pearl Haven is running at break-even, but has the capacity to triple its impact and revenue by improving relationships with community stakeholders and the criminal justice system to increase referrals of local youth in need of support and intervention.

While it has seen success in key areas in a short period of time, HNP is still in the startup phase. As a founder-led organization, the outgoing CEO wore many hats. With support from the Board, HNP's next leader will be tasked with building a more sustainable organization, including management practices, systems and processes.

CHALLENGES

Jessica Munoz, HNP's founder and transitioning CEO, is a charismatic leader and passionate storyteller. Her identification of the problem of sexual exploitation and trafficking in Hawaii, clear vision for the organization, strong clinical background in pediatric trauma, and ability to communicate HNP's mission has been a primary driver for the organization's early groundswell of support and ability to drive systems change here in Hawaii.

Jessica will be leaving the organization as its leader, but continuing in an advisory & consulting capacity to sustain key relationships, support the further development and refinement of the Pearl Haven clinical model, and fundraising channels prior to assuming her permanent founder seat in the future on the HNP BOD. The Executive Director who follows her must fill the void of leadership within the organization, building and maintaining its culture and founding vision, and maintaining stakeholder confidence in the organization through the transition.

HNP's staff does incredibly valuable work to prevent abuse, intervene, and restore. But sexual exploitation and trafficking of youth continues to be a serious problem in Hawaii. Managing staff burnout and restoring emotional energy and morale will be critical to long-term success. Moreover, because Pearl Haven has taken such focused effort, is geographically separated from HNP's offices, and is operated by a third party, the Executive Director must bridge the cultural divide between disparate parts of the organization.

As a startup non-profit, HNP's Board Directors have been more hands-on than normal. The Executive Director and Board will manage the transition to a more traditional model of board governance.

POSITION

Reporting to the Board of Directors, the Executive Director will have overall strategic and operational responsibility for Ho'ōla Nā Pua's staff, programs, expansion, and execution of its mission. The Executive Director will have a deep knowledge of field, core programs, operations, and business plans, working collaboratively with the Board of Directors in leading the transformation of HNP from its current stage to a fully developed organization capable of delivering on its long-term vision. Specifically, the Executive Director will ensure that HNP's finances, operations, fundraising, marketing, human resources, technology, and programmatic strategies are effectively implemented across all divisions of the organization.

HOW TO APPLY

Qualified applicants should submit the following, addressed to Search Committee, c/o Inkinen Executive Search, via email to executives@inkinen.com by **November 25, 2022**:

- Cover Letter - expressing the reason for your interest in Ho'ōla Nā Pua, and how your skills and experiences match the Executive Director role.
- Resume

For detailed information, please visit <https://www.inkinen.com/hoolanapua-ed/>