

What We Seek

The Food Project seeks dedicated, passionate Board Members to oversee and support our mission to create a thoughtful and productive community of youth and adults from diverse backgrounds who work together to build a just and sustainable food system. Board Members serve in an unpaid governance capacity, guiding organizational strategy, ensuring financial stewardship, and advocating for food justice and youth leadership development.

Responsibilities

Governance & Fiduciary Oversight

- Legal & Fiduciary: Oversee processes for meeting all legal requirements and operational standards in alignment with tax-exempt status. Abide by legal duties of care and loyalty to The Food Project at all times.
- Management & Strategy: Approve organizational strategy, direction, and long-term goals. Evaluate organizational performance against strategic priorities and community impact metrics.
- Financial Stewardship: Approve annual operational budgets, review financial performance, and ensure sound risk management.

Organizational Health

- Relationship and Trust Building Engagement: Includes and is not limited to participating in Staff Retreats, All Staff Meetings, Real Talk, Peacemaking Circles, Events, Training, Reflection Activities, Cooking Together, Dialogue Spaces, etc.
- Intersectional Work: Includes and is not limited to participating in Board Committees, Recruitment, Onboarding, Orientation, Training, Culture of Philanthropy, Farm Support, Youth Support, Serve & Grow Support, etc.
- Continuous Learning: Includes and is not limited to Professional Development Plans, Mentorship (internal/external), and anti-racism / DIBE training.

Qualifications

- Legal & Fiduciary: Oversee processes for meeting all legal requirements and operational standards in alignment with tax-exempt status. Abide by legal duties of care and loyalty to The Food Project at all times.



The Food Project

The Food Project (TFP)

TFP Values

**Diversity, Inclusion, Belonging,
Equity (DIBE)**

Land Acknowledgement

**Annual Seasonal Phases & Focus
Areas**

Position: Board Member

**Salary Range:
Unpaid Volunteer Position**

- **Management & Strategy:** Approve organizational strategy, direction, and long-term goals. Evaluate organizational performance against strategic priorities and community impact metrics.
- **Financial Stewardship:** Approve annual operational budgets, review financial performance, and ensure sound risk management.

Location & Schedule

Location: Hybrid (Boston/Lynn/Lincoln/Remote options)

Schedule: Unpaid term-based commitment, quarterly board meetings plus committee duties.

Compensation:

This is an unpaid, volunteer position. While uncompensated, Board Members gain invaluable opportunities for community leadership, strategic stewardship, professional networking, and deep engagement with food system transformation.

Recruitment Process

To apply or express interest in joining the Board, please send your resume and cover letter directly to the Board Chair at: eencarnacion@board.thefoodproject.org.

If you have questions or experience any issues submitting your materials, please reach out to eencarnacion@board.thefoodproject.org for support. We will review all submissions, identify viable candidates, and contact **ONLY** those individuals selected to continue in the recruitment process. The position will be filled when a desired candidate is found.

The Food Project is an Equal Opportunity Employer that is committed to creating an inclusive organization. We actively seek a diverse pool of candidates for this position.