



What We Seek

The Food Project (TFP) is seeking a young professional (aged 18–26) to join our Board of Trustees as a Board Member & Youth Mentor. In this dual role, you will bring a relatable perspective to mentor our high school youth board members while actively serving as a full, voting member of the board.

In this dual role, you will guide active Youth Board Members as they step into strategic governance while serving as a full, active, voting member of the Board.

Responsibilities

Youth Board Mentorship (6–8 Hours Total per Year)

- **Step 1: The Briefing (1 Hour):** Participate in a group orientation for mentors and youth members to set clear expectations and goals together.
- **Step 2: Quarterly Deep-Dives (3 Hours Total):** Conduct three 60-minute check-ins scheduled at key milestones (Fall, Winter, Spring) to review committee progress and support youth board participation.
- **Step 3: Reflection & Exit Summit (2 Hours):** Attend the year-end summit to document achievements, provide professional feedback, and guide the youth member's next steps.

Board Governance & Committee Work

- Serve as a full, active voting member of The Food Project Board of Trustees for a 3-year term.
- Attend at least 75% of annual board meetings (approximately 2–3 hours per meeting).
- Actively serve on at least one operational committee (e.g., Governance Committee), requiring 1–2 hours per month.
- Help youth navigate the board experience and translate their lived organizational experience into strategic governance.

Organizational Health

- **Relationship and Trust Building Engagement:** Includes and is not limited to participation in Peacemaking Circles, events, training, reflection activities, dialogue spaces, and supporting youth leaders.
- **Intersectional Work:** Includes and is not limited to recruitment, onboarding, orientation, culture of philanthropy, and youth support.
- **Continuous Learning:** Engagement in professional development, peer mentorship, and non-profit governance training.

The Food Project (TFP)

TFP Values

Diversity, Inclusion,
Belonging, Equity (DIBE)

Land Acknowledgement

Annual Seasonal Phases & Focus Areas

Position:
**Board Member & Youth
Mentor**

Salary Range:
Unpaid Volunteer Position

Qualifications

- Must be a recent alumni or an individual aged 18 to 26 for the full 3-year term.
- Must no longer be attending high school.
- TFP Alumni preferred
- Prior experience working with youth and serving on a board or committee.
- Demonstrated commitment to youth empowerment, community leadership, and non-profit governance.
- Ability to commit to board meeting schedules, committee work, and the structured mentorship framework.

Location & Schedule

- **Location:** Hybrid / Zoom meetings for interviews and quarterly deep-dives; board meeting locations as designated.
- **Schedule:** Flexible commitment including board meetings (2–3 hrs each, 75% attendance), committee meetings (1–2 hrs/mo), and mentorship deep-dives (6–8 hrs total/yr).

Compensation

- **Volunteer / Non-Paid Position:** Time spent serving on the board and as a mentor is performed on a volunteer basis. Mentors gain significant hands-on experience in high-level governance, strategic leadership, and professional development.

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.

