

POSITION PROFILE

On behalf of our client, TreeHouse,
CohenTaylor Executive Search Services
is conducting a retained executive search for its

BOARD OF DIRECTORS



TREEHOUSE

ENDING HOPELESSNESS AMONG TEENS



Mission

TreeHouse is on a mission to end hopelessness among teens.

Vision

Their vision is for every teen to be rooted in the living hope of Jesus – unleashing untold potential in communities everywhere.

Fast Facts

TREEHOUSE STAFF	65 current employees
ANNUAL OPERATING BUDGET	\$6.4M
BOARD OF DIRECTORS	18 board members
LOCATION	Based in Minneapolis with more than 45 locations in seven states... and growing!

TOGETHER, WE CAN END HOPELESSNESS AMONG TEENS.

Teens are a vital part of our communities and what impacts them, impacts us!

31% of high school students report feeling sad or hopeless almost every day for two or more weeks in a row. Hopelessness holds **everyone** back, breaking down both teens and their communities.

That's why...

TreeHouse is on a mission is to end hopelessness among teens.

Our **vision** is for every teen to be rooted in the living hope of Jesus—unleashing untold potential in communities everywhere.

About TreeHouse

Since 1984, TreeHouse has been spreading hope to teens and our proven model is yielding positive results. Through safe, grace-based environments, teens build healthy relationships, better coping skills and a sense of purpose rooted in the living hope of Jesus.

All teens are welcome at TreeHouse, regardless of background, and we want every teen to believe:

I am lovable, capable, & worthwhile.

I am loved without strings & never alone.

I have a future.

Learn more at
TreeHouseHope.org

TreeHouse Overview

UNIQUELY QUALIFIED

We serve teens through one-to-one mentoring, peer support groups, family mediation, educational support, and opportunities for community service and engagement. TreeHouse programs create a safe place for teens to belong and an atmosphere of unconditional love and acceptance. Our programs are built on proven models of effectiveness with grace at the core. At TreeHouse, teens know they'll be loved, accepted, and supported no matter what.

STAFF

TreeHouse staff are qualified professionals with bachelor's or master's degrees in fields like social work, counseling, divinity, communication, education, psychology, theology, and youth ministry. Their backgrounds are unique, but their passion is the same: to love teens unconditionally, introduce them to a loving God that will never give up on them, and lead them into life transformation with living hope at the core.

ONE-TO-ONE MENTORING

At TreeHouse, no teen walks alone. Mentoring is such an integral component of TreeHouse programs. Teens receive the full attention of a caring and compassionate adult, guidance for life's challenges, and someone who helps them understand their true worth. Staff mentors provide consistency and steadfast presence when little else in a teen's life may be reliable.

TRIPS AND ACTIVITIES

Annual retreats, service activities, and trips provide teens an opportunity to break away from everyday pressures, form healthy relationships, serve others, and have fun.



TREEHOUSE TEENS

73% believe they are lovable, capable, & worthwhile.

69% stand up against peer pressure.

78% give support to their peers.

80% have goals for their future.



WELL-ARTICULATED GOALS, SUCCESSFUL RESULTS

TreeHouse's goals for teens are ambitious...and they are being achieved! When these internal beliefs and skills and external expressions can be seen in a teen's life, we believe it will make a significant contribution to the communities in which these teens live—unleashing untold potential for all of us. Wilder Research recently measured the effectiveness of TreeHouse programs.

The vast majority of teens reported they were forming healthy relationships, building coping skills, moving toward a stronger relationship with God, and discovering their personal value and purpose. This resulted in graduating high school, pursuing an educational or career path after high school, decreasing mental health symptoms, and developing hope for their future.

SUPPORT GROUPS



Small group sessions twice a month led by staff and trained volunteers. Teens give and receive encouragement and support and practice vulnerability, with the opportunity to share feelings and challenges they have experienced that week.

CONNECT



At least twice a month, large group meetings led by staff provide fun interaction and intentional teaching regarding their God-given purpose. Connect's purpose is to develop the spiritual and personal life skills teens need to grow into healthy young adults.

NEXT



Personalized coaching to help teens create and educational or vocational track for their future. This includes college application assistance, ACT/SAT prep, vocational discernment, and interview prep.

MENTORING



Dedicated one-on-one time with a safe, caring adult who serves as a consistent presence and a voice of love in a teen's life.

ADDITIONAL OFFERINGS... Trips, activities, retreats, service projects, and **Growth Groups:** Small groups focusing on a customized topic such as anger, self-harm, leadership or forgiveness.

TreeHouse Partner Network

In addition to core programs, the board and staff of TreeHouse have embarked on an ambitious growth plan called the TreeHouse Partner Network (TPN). With hopelessness being experienced by more teens than ever before, now is the time to grow the TreeHouse model nationwide. The TPN will be key to helping us reach our goal of establishing 180 TreeHouse sites by 2025 with 600 schools impacted.

The TreeHouse Partner Network growth plan is aggressive. Our goal is to substantially grow our network in order to serve 10,000 teens by 2025. As the TreeHouse Partner Network expands nationally, all new sites will receive consistent training, resources, and curriculum so that each teen experiences the same support and love, no matter which TreeHouse they attend.

More about the TreeHouse Partner Network:

A TreeHouse Partner Network location is staffed, hosted, and managed by a mission-driven church or non-profit organization. TreeHouse provides access to TreeSources, our online resource center, which provides training, ongoing coaching, and curriculum and resources to use with teens—everything the partner staff will need to effectively implement the TreeHouse model. This path costs between \$4,000-6,000 annually, excluding operational costs (staff, transportation, facility, etc.), and is resourced by the mission partner. The number of teens served will vary by location.

The Board

TreeHouse has an impressive roster of board members, all of whom are deeply engaged, passionate, and committed to the mission, impact, and reach of the organization. The board is currently comprised of 20 directors who bring thought leadership from the education, finance and investment, media and broadcasting, and public services sectors, to name a few. The board currently reflects a range of expertise – from legal to business operations to sales and marketing and volunteerism. While the board is diverse in their backgrounds and experiences, their connection to the mission of ending hopelessness for teens runs unequivocally and unwaveringly deep. The mission connection is a unifying factor across the current board and is one that will remain critical as we work to strategically build out the TreeHouse board of the future.

The Role

On a mission to end hopelessness among teens, TreeHouse is a staple in the local and regional community with a deeply critical objective. Given the organization's aggressive growth goals – to extend the TreeHouse model on a national scale, to deepen their programs and services, and to further live out their commitment to diversity, equity, and inclusion – there is great opportunity for the TreeHouse board and leadership to impact more teens. Strategic board makeup and effective board participation will be a significant factor in charting the future and in the continued impact and reach of the TreeHouse organization.

As such, TreeHouse is currently seeking strategic and growth-oriented leaders from the mental health, spiritual/theological, DEI, national fundraising, finance and education sectors to join the board. The ideal board member brings a strong business sense, is a creative thought leader in their respective space, and – most importantly – has a heart for teens. They will bring an entrepreneurial yet data-driven mindset, ideally with experience leading a program/business through a period of change and/or growth.

The primary role of a member of the TreeHouse Board of Directors is to participate in and contribute to a board-level governance process that provides effective strategic oversight and guidance of TreeHouse's operations.

Personal Qualifications

Treehouse seeks a board member who will be fully engaged, is capable of collaborating with the board to guide the national expansion plan, and exhibits the following traits:

- Growth-oriented and strategic
- Solid change management experience
- Metrics-driven
- Highly entrepreneurial – with a 'testing' mindset
- Driven to serve teens experiencing hopelessness
- Passionate about youth mentoring, preferably with direct experience
- Strong leadership and management skills

- Willingness and intention to grow in respect to Diversity, Equity and Inclusion
- Personable, energetic, and influential
- Collaborative; able to build sustained partnering relationships
- An understanding of effective board governance
- Willingness to commit to a 3-year board role
- Mature faith in Jesus Christ which is compatible with the TreeHouse Statement of Faith and philosophy of ministry

Requirements of TreeHouse Board Members

TreeHouse is located in Minneapolis with more than 45 locations across seven states. The organization is actively seeking greater board representation from the Midwest region.

There are 4-6 regularly scheduled meetings of the board each calendar year. Defined committees and task forces of the board include: Advancement, Strategic Expansion, Executive, Outreach, Finance, and Talent and Spiritual Development. TreeHouse board members will be in regular and consistent communication with the TreeHouse CEO and Chief of Staff.

In addition, all TreeHouse Board members must support the TreeHouse Statement of Faith: Seek to serve from a vital spiritual life, practice principles of inclusiveness, and act with sensitivity and respect.

**For more information or to send
your credentials, please email
TreeHouse@cohentaylor.com**

All inquiries will remain confidential.

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities: The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.