

Opportunity Profile



TREEHOUSE

President



Helping you find your next great leader.





TREEHOUSE

WHO WE ARE

TreeHouse is a faith-driven nonprofit committed to unleashing hope in teens everywhere. Through safe, grace-based environments and one-to-one mentoring, teens build resiliency, form healthy relationships, develop positive coping skills, and actively plan for their futures. Transformation happens from the inside out as teens come to believe they are lovable, capable, and worthwhile.

TreeHouse is an expert in serving teens and working to transform their lives by equipping staff, volunteers, and partner sites to walk alongside teens with compassion, consistency, and Christ-centered hope. Our programs are designed to help teens experience belonging, build resilience, and discover their God-given potential.

OUR MISSION

TreeHouse brings living hope to teens facing difficult life circumstances through caring relationships that lead to life transformation.

OUR VISION

A Christ-centered place where teens move through life's struggles and discover they are lovable, capable, and worthwhile.

OUR VALUES

TreeHouse culture is grounded in six core values that shape how we lead, serve, and build relationships:

Christ-Centered — We root our work in the living hope of Jesus and seek to reflect His love in all we do.

Relational — We believe transformation happens through authentic, grace-filled relationships.

Cultivate — We create environments where teens and leaders can grow, learn, and flourish.

Resilient — We model and teach perseverance, emotional health, and healthy coping skills.

Driven — We pursue excellence, innovation, and impact with intentionality and purpose.

Multi-Cultural — We honor and embrace diversity, practicing intercultural ministry with humility and respect.

TreeHouse staff live out Christian faith and values in ways consistent with Scripture and participate in a fellowship of believers for spiritual enrichment, encouragement, and accountability.



“TreeHouse got me connected to my faith and brought hope to my life.

Without TreeHouse I wouldn't be standing here today.

TreeHouse became my home and safe place and I thank God everyday for TreeHouse.

-TREEHOUSE ALUM

“My experience with TreeHouse has been eye-opening.

The level of ministry that happens is one of a kind.

Seeing the love and care for each student is such an inspiration and makes it such an easy decision to give back. How impressed I am that the teens are willing to share so openly in Support Group.

-TREEHOUSE VOLUNTEER

“TreeHouse is a place where I can be myself and I don't have to worry about people judging me or making me feel weird.

-TREEHOUSE ALUM

PROGRAMS

TreeHouse programs are designed to help teens build resilience, experience belonging, and discover hope for their futures.



Weekly Support Groups— Safe, grace-based gatherings where teens experience support, encouragement, and community.



One-to-One Mentoring — Caring adults walk alongside teens, helping them build confidence, coping skills, and healthy relationships.



Faith-based programs that are barrier-free.

Partner Network—TreeHouse partners with churches and organizations across the country to launch and sustain TreeHouse programs, extending hope to teens.

PROGRAM HIGHLIGHTS

TreeHouse continues to grow in reach, impact, and national influence. Recent organizational highlights include:

- A network of TreeHouse sites across the country
- Thousands of teens are served annually through programs and mentoring
- A national training and equipping model recognized for excellence in working with teens who are facing adversity
- Deep partnerships with volunteers, churches, schools, and community organizations
- A strong, mission-aligned staff culture centered on grace, growth, and belonging

Organizational Scope

- Serves 2,750 teens each year
- Operates with an annual budget of \$2 million
- Supported by a dedicated team of 11 staff members

PROFILE FOR PRESIDENT



TREEHOUSE

THE POSITION OVERVIEW

The President provides overall strategic, operational, and spiritual leadership for TreeHouse. This leader will guide the organization into its next season of growth—strengthening programs, expanding national reach, cultivating a thriving culture, and ensuring long-term sustainability.

The President reports directly to the TreeHouse Board of Directors and serves as the primary leader responsible for mission alignment, organizational health, financial stewardship, and external relationships.

THE FIRST YEAR PRIORITIES

- Restore financial strength and establish a sustainable path forward
- Reignite and rebuild a high-performing advancement and fundraising engine
- Align the TreeHouse team's daily efforts around our renewed mission and vision statements, driving us toward a shared successful future
- Lead a focused season of organizational renewal—strengthening culture, deepening partnerships, and accelerating donor engagement

KEY RESPONSIBILITIES

- **Vision & Strategy** — Lead the development and execution of a clear, compelling vision for TreeHouse's future. Guide strategic planning, long-term sustainability, and national expansion. Ensure programs, operations, and resources align with mission and strategic priorities.
- **Culture** — Model Christ-centered leadership and set the tone for a grace-filled culture. Champion TreeHouse's core values and cultivate a healthy, resilient, and collaborative staff environment.

- **Team Leadership** — Lead, manage, and develop the TreeHouse staff, including senior functional leaders. Oversee talent acquisition, staff development, and organizational structure. Ensure staff are equipped, supported, and aligned with mission and expectations.
- **Key Relationships** — Serve as the “public face” of TreeHouse. Develop and maintain collaborative and productive relationships with the Board of Directors, donors, partners, ministries, volunteers and supporting organizations in support of our mission and vision. Cultivate an authentic and positive public image of TreeHouse aligned with our values.
- **Board Partnership** — Build a strong, collaborative relationship with the Board of Directors. Provide timely, accurate information to support governance and decision-making. Serve as an ex officio member of all committees.
- **Development & External Relations** — Oversee fundraising, donor engagement, and revenue-generating strategies. Build strong relationships with donors, partners, churches, schools, and community organizations. Strengthen TreeHouse’s brand, communications, and public presence. Serve as the primary ambassador for TreeHouse in the community and nationwide.
- **Program & Operational Oversight** — Ensure programmatic excellence, consistent evaluation, and continuous improvement. Oversee operations, finance, administration, communications, and systems. Ensure TreeHouse programs are delivered with excellence and aligned with mission.
- **Financial Stewardship** — Responsible for fiscal integrity, sustainability, and transparency. Present annual budgets and financial statements to the Board. Ensure responsible stewardship of resources and positive financial positioning.

QUALIFICATIONS

- Mature Christian faith aligned with TreeHouse’s statement of faith and philosophy of ministry
- Executive leadership experience
- Demonstrated alignment with TreeHouse’s core values
- Dynamic, humble, relational leadership presence
- Strong emotional intelligence and adaptability
- Excellent written and verbal communication skills
- Proven ability to build trust and develop rapport with others, and motivate contributions of time, talent, and treasure needed by the organization
- Collaborative leadership style with the ability to inspire and motivate teams
- Strong organizational, strategic, and problem-solving skills
- Ability to guide TreeHouse through a fast-moving season of renewal—strengthening culture, deepening partnerships, and rapidly accelerating donor engagement—while leveraging strong staff and programs to position the organization for its next phase of growth

PROCESS OF CANDIDACY

After reading this Opportunity Profile, if you sense you are a good fit for the President position, we invite you to begin the inquiry process. All candidates' information and conversations are handled confidentially.

Please provide the following documents and responses for review:

RESUME SUBMISSION

When formulating your resume for this position, please include the following information for each position you have held in the past fifteen years:

- Employer
- Your title(s), time of employment there, and details concerning transitions.
- Budget, scope, and size of the organization and your department.
- Describe three specific achievements or accomplishments that were most meaningful to you while in these positions.
- Please also include any meaningful assessments or inventories that help us know more about you: e.g., DISC, MBTI, StrengthsFinder, IDAQ, and EQI.

REFERENCES

(They will only be contacted with your prior knowledge.)

- The person who knows you best or has had the most significant impact on your life.
- Three references from your professional life—preferably a significant manager, a peer, and a subordinate.
- Two personal references that can speak to your character.

NARRATIVE QUESTIONS

To give us a more complete picture of you and your interest in the President position, please provide thoughtful responses to each of the following questions, submitted in writing.

1. Please tell us about your faith journey and how the Gospel impacts your leadership.
2. What is it about TreeHouse that attracts you to this position?
3. Tell us about a significant experience in your own leadership development, ministry/service involvement, and/or business experience that would translate to success in this role.
4. Can you walk me through your fundraising experience and highlight a few examples of how you meaningfully grew donor engagement or revenue?
5. Describe a challenge or difficulty in your career or calling that has strengthened your ability to lead.
6. Using this document as your guide, look back over your career and describe how your experiences have prepared you for this position.

Submit these responses (in WORD or .DOC format) along with your resume/CV to:

Mark Klingsheim— Managing Partner
mklingsheim@simapartners.com

612-325-3736

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TreeHouse Hope
treehousehope.org