entheo CHURCH

Board Member

Applications will be reviewed on a rolling basis starting June 15, 2026. Selected candidates will be contacted to participate in an interview process. **To apply, please submit your resume along with a completed questionnaire to info@entheochurch.org, and complete the questionnaire here.**

Location

Entheo Church is headquartered in Seattle, Washington. Board members must reside in Washington State and be able to commute to Seattle occasionally to support local governance, community engagement, and in-person participation as needed.

Compensation

This is currently a volunteer role; stipends may be considered in the future.

Overview

Entheo Church is seeking three Working Board Members to join its Central Hearth as both governing leaders and active contributors within a startup, non-theistic interfaith church rooted in entheogenic practices and a relationship with the natural world. We welcome applicants who are grounded, accountable, collaborative, and able to translate vision into action. Prior board experience is welcome but not required. Applicants agree with and uphold our Tenets of Faith and Code of Ethics.

This is not a symbolic or advisory-only board seat. It is a working board role for people who can contribute both strategic oversight and practical follow-through. We are especially seeking candidates with strengths in:

- Finance and development
- Governance, legal, policy, or public affairs
- Content creation, education, and community building

We warmly encourage individuals from historically marginalized and underrepresented communities to apply. We believe a diverse, inclusive, and non-tokenized leadership body is essential to building a spiritually grounded, ethical, and community-centered organization. We also strongly value candidates with experience in fundraising, grassroots organizing, community building, or traditional plant medicine work, as these skills are critical to establishing a sustainable and accessible church. If you are passionate about our mission and bring lived experience, relational leadership, or the ability to mobilize resources and people, we invite you to join us in shaping this work.

Who We're Looking For

We are looking for people who can help bring structure, sound judgment, and real-world execution to an evolving organization. Strong candidates may come from nonprofit, legal, finance, policy, operations, community organizing, or values-aligned leadership backgrounds. Deep experience in entheogenic communities is welcome, but not required, if you bring strong governance, operational maturity, and alignment with our mission.

This role is best suited for someone who is comfortable working in a **startup environment with evolving systems, limited infrastructure, and shared responsibility for building what comes next**.

Key Responsibilities

Mission, Ethics & Spiritual Framework

- Uphold and help refine the church's mission, values, Tenets of Faith, Code of Ethics, and interfaith, non-theistic orientation
- Support a culture of respect, inclusivity, consent, and personal autonomy in spiritual exploration
- Ensure practices align with stated ethical guidelines and harm-reduction principles. Help ensure the organization operates with integrity, accountability, and responsible practice
- Contribute to ongoing dialogue around responsible and respectful use of entheogens
- Contribute thoughtful judgment in areas involving ethics, safety, governance, and community care

---

Governance & Oversight

- Serve as a fiduciary and governing leader of the organization
- Provide oversight of organizational strategy, policy, risk, and long-term sustainability
- Ensure compliance with applicable nonprofit laws and regulations
- Help establish and maintain strong governance practices appropriate for a startup religious nonprofit
- Review and help guide budgets, financial practices, and major organizational decisions
- Help identify and address organizational, legal, operational, and reputational risks

---

Operational / “Working” Contributions

- Take an active role in building core functions based on skills and capacity (e.g., operations, communications, programming, legal compliance, community engagement)
- Contribute to areas such as operations, communications, programming, governance, legal and policy review, nonprofit management, finance, fundraising, or community engagement
- Support development and execution of gatherings and educational programming (as appropriate to role and qualifications)
- Help strengthen internal systems, documentation, follow-through, and decision-making processes
- Help build infrastructure, systems, and processes
- Participate in problem-solving and execution, not just discussion

---

Community Care & Sustainability

- Promote participant safety, informed consent, and ethical facilitation practices
- Support the development of screening, integration, and support protocols
- Help foster a culture of accountability, transparency, and community care
- Ensure appropriate boundaries between governance and facilitation roles
- Support the long-term sustainability of the organization in ways aligned with your strengths
- This may include relationship-building, fundraising support, partnerships, donor stewardship, administrative leadership, or other contributions that strengthen the church’s foundation
- Serve as an ambassador for the organization within aligned communities when appropriate

---

Fundraising & Community Building

- Contribute to financial sustainability through personal giving (as able) and/or fundraising efforts
- Serve as an ambassador for the organization within aligned communities
- Help cultivate partnerships and expand community reach

Time & Financial Commitment

All board members are expected to support the sustainability of Entheo Church through monthly or annual dues and/or other meaningful contributions aligned with their strengths and capacity. This may include financial giving, fundraising support, relationship-building,

strategic expertise, administrative leadership, or hands-on service that strengthens the organization's foundation.

Expected commitments include human-centered flexibility, but general expectations include:

- Weekly virtual board meetings
- As-needed working sessions (virtual and/or in-person)
- Monthly in-person community events
- Annual in-person working retreat
- Additional time for committee work, projects, and follow-through between meetings
- Monthly financial contributions at a rate that is personally meaningful and sustainable

Estimated total commitment: minimum 20+ hours per month, with some fluctuation depending on current organizational needs.

Qualifications

- Alignment with Entheo Church's mission, values, and non-theistic interfaith orientation
- Strong interest in ethical, responsible, and legally compliant approaches to entheogenic spiritual practices
- Willingness to engage in both governance and working capacity
- Experience or strength in areas such as nonprofit governance, legal, policy, or public affairs, law, finance, fundraising or donor development, harm reduction, facilitation, operations and systems, risk management or compliance, community building or organizing
- Ability to collaborate thoughtfully in a values-driven, mission-driven, evolving, and sometimes ambiguous, evolving environment
- Strong judgment, accountability, and follow-through
- Respect for legal boundaries, ethical practice, and responsible organizational conduct

---

Term & Expectations

- Board term: 2 years, renewable
- Equal voting power upon joining the board
- Officers are elected by the board and may be revisited as needed based on board growth, transitions, or organizational needs
- Commitment to confidentiality, ethical conduct, and organizational integrity is required
- Ongoing learning related to governance, safety, ethics, and best practices is expected
- Clear adherence to legal boundaries regarding plant medicine use and organizational activities