# Camp Roger Camp Scottie

## Leadership Investment Grant FAQ

**What are the criteria for grant eligibility?**

Applicants are required to indicate the following:

- Out-of-pocket expenses greater than $10,000 in the next school year.
- Name of ministry, service, program, or school they will be involved in this next year.
- Do they identify as a person of color?
- Commitment to work at least 9 of 11 summer sessions for the upcoming camp season.
- Help us better understand how this grant would be a blessing to you in the development of your gifts and how this grant would help you toward your hopes and desires for the future. Provide a brief summary of any financial circumstances that may prevent you from working at Camp if you do not receive this grant, as well as any other relevant information that we need to know.

**Why did you choose those particular criteria and not others?**

The intent was to keep the application as short and simple as possible so that the application itself doesn't become an additional barrier. We are also trying to get a full and accurate view of an applicant's financial situation. We prioritized questions that were easy to answer, not too personally invasive, and provided us with the most helpful information.

**When will recipients learn if they are selected to receive the grant?**

The goal is to inform a recipient at the same time they are offered a summer staff position.

**When will grant funds be released? To whom will the funds be released?**

The grants will be paid after the end of the summer that the recipient has worked. The funds will be paid directly to the school or program in which the staff member is participating. There may be unique situations where an individual has significant financial expenses, but it is something other than tuition or program fees. These situations will be handled on an individual basis.

**Is this part of my summer salary or will it affect my summer compensation?**

No, your summer salary is your payment for your work at Camp in the summer. The Leadership Investment Grant is not compensation for your work at Camp. Grant recipients will be compensated for their work in the same way that other summer staff is compensated.

**Will I have to pay taxes on the grant?**

The grant will be tax-free if it meets the correct education exemptions and is being paid to an eligible educational institution. Most colleges and universities will meet these qualifications. The grants will not be tax-free if they are to be used for room and board or for a non-eligible educational institution. The grant may be used to pay for qualified student loans.

**What is an eligible educational institution?**

An eligible educational institution is generally any accredited college, university, vocational school, or other postsecondary educational institution. Virtually all accredited postsecondary institutions meet this definition. An eligible educational institution is one whose primary function is the presentation of formal instruction, that

maintains a regular faculty and curriculum, and has a regularly enrolled body of students in attendance at the place where it regularly carries on its educational activities.

**What if my expenses don't meet the educational exemptions, or my institution isn't eligible?**

In these cases, the grant will need to be recorded on your W-2 as taxable income, and you will need to pay applicable taxes on it.

**Are applicants eligible for more than one year?**

Applicants who qualify for this grant will likely be eligible in the following years, assuming their financial need continues.

**What if I can't work the whole summer?**

You don't need to work the whole summer, but you do need to work at least 9 of 11 sessions.

**Can the funds be used to pay for living expenses, rent, food, buying a car, etc.?**

No, the funds are allocated specifically for education and programs that will invest in you as a leader and prepare you to serve with your gifts and skills after camp is done.

**What education expenses can the grants be used for and be tax-free?**

Educational expenses generally include the cost of books, equipment, fees, supplies, and tuition. It does not include room and board, tools, or supplies you are allowed to keep at the end of the course, or transportation. For the grant to be tax-free, you will need to be able to provide substantiation that the educational assistance provided was used for qualifying educational expenses.

**What if my significant expense is college debt and not tuition?**

Continuing education can come with significant debt that needs to be repaid. You may apply for the grant if you will not have any ongoing educational costs but instead have significant debt payments. Instead of calculating tuition and room and board minus scholarships, you may calculate annual debt payments minus projected job income. Please note and explain on the application.

**What if I'm not planning on attending college?**

There are a lot of other great programs and institutions that help people cultivate and develop their gifts and skills. Many seek out trade schools or volunteer opportunities. These grants are intended to support young adults entering programs that cost money or are volunteer based. If an applicant's program or institution comes with a salary, the candidate would be ineligible for this grant.

**Do I have to disclose financial information?**

You don't need to disclose information other than if you will have out-of-pocket expenses and/or loans of at least $10,000 in the next school year. We are trying to get an accurate picture of the financial hurdles you are facing in life without prying unnecessarily. We heartily recommend and encourage you to provide additional information that you think might be important for us to know. Families do not need to provide W-2s or other financial information to apply. Camp Roger reserves the right to request official FAFSA application data, transcript, college bill, or other expense information if necessary.

**How will my financial information be kept safe and secure?**

The grant application will be kept private and will not be accessible to others beyond those involved in the grant application, awarding, and business office.

**Why do you ask if I consider myself a person of color?**

There are two reasons. The first is that we believe that Camp is operating within a world that is systemically unequal. We know that some individuals face great hurdles in life, including substantial financial barriers. Cultural and ethnic background can be a factor in one's ability to afford to work at Camp in the summer. The second reason is that Camp Roger is striving to accomplish our commitment to belonging, which is an expansion of our mission to increase belonging, diversity, and accessibility. We believe God created a beautiful and diverse world, and we hope to have this diversity reflected in every one of our programs at camp. We want our campers of color to be able to see themselves reflected in our summer staff.

**I have relevant, unique circumstances in my life. Is there a way for me to share that?**

There is a place for a short paragraph of explanation on the form. Please feel free to use that however you prefer. You may also feel free to call any one of our summer staff directors to answer any questions you may have.

**How will these grants be publicized or communicated to potential staff?**

The Leadership Investment Grant will be promoted alongside all our staff recruiting materials with the intent to make it widely known to all who are considering working as summer staff.

**Will the names of recipients be publicly announced?**

No. The results will be private. Recipients may decide if they want to share the news or not. Quotes from your one-page update may be used anonymously to communicate the impact of your grant with supporters.

**What will be expected of recipients receiving the grant?**

You are worth investing in. We want Camp to play a powerful role in your life, helping you launch successfully into whatever God has next for you. In many ways, what comes next is up to you. We do ask two things of you.

First, before the end of summer, we ask that you write a one-page update highlighting your experience at summer camp, how you grew, and how you encountered God. Quotes from your update may be used anonymously to communicate the impact of your grant with supporters. Let us know if you prefer your update not to be shared.

Second, we ask that you commit to giving back somehow. Maybe that is a financial contribution later in life, or maybe it's volunteer service. Maybe it's giving back to Camp Roger. Maybe it's giving back by supporting another organization. We know you can do kingdom good at Camp Roger during the summer. Take what you learn at Camp and serve the kingdom wherever you go.