

Camp Roger Camp Scottie

Camp Roger Job Description Community Engagement Director

Overview:

At Camp Roger, we believe that Christians share the following core beliefs and convictions:

1. **First**, that there is one true God who is made known to his creation through the person of the Trinity: The Father who created us, Jesus Christ the Son who died for us, and the Holy Spirit who guides us.
2. **Second**, that the Bible is the true and inspired Word of God, revealing God's character and redemptive story of his creation.
3. **Third**, that God's worldwide church, which includes all Christians, has been called and equipped to co-labor with Christ in building the kingdom on earth.

As a diverse group of Christians, we seek to live in order to find our center in Christ for the purpose of serving God together. We commit to working in the same direction together, orienting ourselves toward Christ in all things.

View Camp Roger's [Faith & Life Covenant](#) to learn more about how we find our center in Christ for the purpose of serving God.

Staff Cultural Characteristics:

1. Growth mindset
2. Christ-centered life
3. Humility
4. Pursues unity and reconciliation
5. Loves and cares for others

Responsibilities:

1. Be a liaison for Camp Roger in reaching out to and identifying key partnerships and diverse communities to expand the reach of the ministry.
2. Work to build trust between diverse communities and Camp Roger by fostering person-to-person and people-to-organization relationships.
3. Tell Camp Roger's organizational story and strategic vision through an equity lens.
4. Execute strategic engagement and inclusion partnerships with organizations and represent Camp Roger in diverse communities.
5. Maintain communication with Camp Roger staff to ensure community engagement efforts are in line with organizational objectives.
6. Works with leadership team and board of directors to move Camp towards achieving Vision 2025 diversity and inclusion objectives:
 - a) Building a Board of Directors that is greater than or equal to 40% racially diverse and at least 1 person with varied abilities.
 - b) The racial diversity of summer campers and staff is greater than or equal to 20% with a culture of belonging for all.
 - c) Achieve site and program accessibility goals.
7. Is a key external representative of Camp and exemplifies Camp's commitment to equity, diversity, accessibility, and inclusion.
8. Has visibility and presence in the diverse neighborhoods of Western Michigan, and will work with a variety of organizations serving children and families
9. Brings the voices representing community interests, needs, and priorities to Camp to inform its programs, staffing, strategies, and use of resources.
10. Is a resource to colleagues to identify partnering organizations and advisors for programs and projects, supporting colleagues in developing and implementing best practices in community engagement.
11. Other tasks as assigned.

Responsible to: Associate Director

Member of: Camp Roger Leadership Team, Belonging Team, and part of the Year-Round Staff.

Requirements:

1. Cares deeply about Camp Roger's ministry to children.
2. Previous work experience managing and building relationships through excellent verbal, electronic, and written communication.
3. Attention to detail with strong organizational skills.
4. Discretion in handling confidential information.
5. Ability to develop authentic relationships with team members, donors, and volunteers.
6. Flexible, creative, and able to work in a non-structured developing work environment.
7. Dedication to serving others.
8. Collaborative and action-oriented, with the ability to influence outcomes.
9. Experience working with diverse populations.
10. Fluent, biliterate English/Spanish preferred.
11. Agrees to sign and strive to live up to the standards outlined in Camp Roger's Faith and Life Covenant (located at CampRoger.org/mission).
12. Ability to lift 20 lbs.
13. Working knowledge of Office 365.

Compensation and Benefits:

1. This is a salaried, non-exempt position averaging 45 hours per week requiring some evening and weekend work.
2. Pay range is \$50,000 - \$60,000 per year.
3. PTO (Personal Time Off) days accrue based on longevity, plus 7 paid holiday days per year.
4. Medical, dental and vision benefits are available.
5. Simple IRA with company match up to 3%.
6. Employee Assistance Plan through Pine Rest.
7. Facility rental discount.
8. Summer camp discounts.

To Apply:

1. BIPOC applicants are encouraged to apply.
2. Send a short cover letter detailing your interest and qualifications along with your resume and three professional character references to Donna Messina at donna@camproger.org.