CONFLUENCE AMERICORPS PROGRAM
The Confluence AmeriCorps Program advances environmental equity through innovative partnerships with local organizations in the Portland metropolitan area. We offer life-changing service opportunities that engage members at the intersection of environmentalism and social justice while promoting individual leadership and development. This position is a dynamic combination of serving with a Project Partner on a dedicated project (80%) and engaging in professional and leadership development opportunities alongside a member cohort (20%). www.confluencecenter.org

EQUITY & INCLUSION
Confluence does not discriminate against any person or group on the basis of race, age, creed, color, religion, national origin or ancestry, gender identity, ability, sexual orientation, expression, pregnancy, parents/guardians with children, or veteran status. Confluence is committed to a diverse workplace, and to supporting our members and staff with ongoing equity trainings and career development opportunities. Confluence, like many environmental programs, has historically been a predominantly white space, and in an effort to decolonize dominant structures of oppression, we strongly encourage people of color to apply.

Confluence provides reasonable accommodations to applicants and employees. Applicants with disabilities may request a reasonable accommodation and/or alternative formats at any point in the employment process.

DATES OF SERVICE
September 4, 2024 – July 25, 2025 (11 months – 1700 hours)

POSITION TITLE
Kellog Dam Removal Community Engagement Coordinator

PROJECT PARTNER
North Clackamas Watersheds Council
ncurbanwatershed.wordpress.com

POSITION SUMMARY
This position is in partnership between the Confluence Environmental Center, AmeriCorps Program, and the North Clackamas Watersheds Council. The Engagement Coordinator’s main role will be to help engage the community in the Kellogg Creek Restoration & Community Engagement Project, a regionally significant dam removal and stream restoration project in downtown Milwaukie, OR. The project is a partnership between the Council, American Rivers, the City of Milwaukie, and the Oregon Department of Transportation. This position will be successful if it 1) builds community knowledge and gathers community input on the project and how it relates to community needs in a way that can then inform the design process, 2) reaches beyond the most typically engaged populations (typically white and middle-class) to include organizations and people of color and low-income populations in this process, and 3) engages the local community in community science related to the project. The position will also engage the community in an understanding of the natural values of 3 Creeks Natural Area, a significant natural area upstream of the Kellogg project that has significant potential to increase access to nature for communities of color and low income communities.
Goals:
• Deepen Relationships with Marginalized Populations and Organizations (25%)
  o Work with the project’s multi-stakeholder Community Engagement Team to plan and implement outreach strategy, equitable and inclusive engagement in the project, and deepen partnerships established in 2023-24.
  o Work with culturally specific groups (nonprofit organizations, agencies) to engage historically marginalized people in understanding the project and articulating their communities needs and desires in ways that can inform the design process
  o Conduct deep outreach to reach individuals who are not part of these organizations (i.e. residents, affordable housing organizations, CCC students, site visitors, etc.)
  o Work with two Tribes to more deeply engage their needs, surface cultural stories related to the project, and identify interpretive/educational opportunities in the project to tell these stories
  o Work with culturally specific partner organizations to recruit participants, coordinate, and co-facilitate listening sessions and culturally specific site tours
  o Work with Unite Oregon (contractor/partner) and translation contractors to plan and deliver outreach activities smoothly
  o Keep meeting notes and synthesize information into meaningful summaries
• Plan and Conduct Community Engagement Activities (25%)
  o Plan, co-lead, and lead site tours, presentations, webinars, and other forums to engage people in the project and solicit input (in-person, virtual, and online)
  o Promote and secure participants for these activities, spanning both local residents and historically marginalized populations
  o Use a variety of outreach to secure participants; emails, door-to-door, online, community research, site visits, presentations to key groups, etc.
  o Plan and make presentations, facilitate discussions, workshops, webinars, on-site information gathering, etc.
• Community Science (20%)
  o Manage macroinvertebrate sampling project along Kellogg creek with Rowe Middle School and Milwaukie High School, working with teachers, students, PSU faculty, graduate students, and ecological consultant(s) to deliver lessons, collect samples, manage data and equipment
  o Coordinate an annual BioBlitz event and other science and stewardship events, adapting lessons learned from 2024 pilots
  o Work with the Watershed Restoration Manager to create other opportunities to engage the community in community science around the project (i.e. wildlife, freshwater mussels, etc.)
  o Recruit and manage volunteers on these projects (community volunteers, college/high school students, landowners, residents, etc.)
  o Track volunteer engagement, communicate with volunteers, track contact info and recruitment
• Communication & Coordination (10%)
  o Manage the Council’s e-newsletter and social media
  o Synthesize engagement into a summary and work with project partners to make recommendations for next steps

The Member will participate in Confluence led leadership development activities which include: Leadership Development Training Series, completing a Change Agent Project (CAP), team meetings, National Service events and other self-directed development opportunities (20%).

ESSENTIAL FUNCTIONS (to include, but not limited to):
• Operate as a key part of the project Community Engagement Committee, and interface with nonprofit and agency staff to implement the project Communications & Community Engagement Plan
• Plan, recruit participants and present tours, meetings, webinars, community listening sessions, and other activities to familiarize community members with natural resources projects and gather their input, and conduct follow-up
• Promote, organize, and lead tours of the Kellogg Creek Restoration & Community Enhancement Project and gather community input
- Manage community science and stewardship projects, including but not limited to the Student Macroinvertebrate study, BioBlitz, stewardship days, and other projects
- Recruit participants to community meetings, tours, site visits, online meetings and webinars, and other methods, with a focus on underserved populations (communities of color, low income populations) via a variety of creative methods
- Recruit volunteers, students, teachers, and others to participate in community science projects
- Maintain and deepen relationships with Milwaukie High School and Rowe Middle School teachers, students, and administrators, and problem solve in managing the student monitoring project
- Manage the Council’s e-newsletter, social media, and web presence and be part of the Council’s Communications Committee.
- Complete and submit all necessary paperwork and reports in a timely manner; attend and complete all training and service requirements; wear Confluence uniform and/or appropriate identifiers and required safety gear while performing service or attending official events.
- Abide by program and AmeriCorps policies. Under no circumstances will Members be asked to perform prohibited activities outlined in the approved grant.

POSITION REQUIREMENTS
- Ability to explain complex projects (preferably natural-resources related) to the public in an understandable way; experience, skill and/or comfort with public speaking.
- Ability to seek out and recruit members of the public to participate in events (tours, site walks, meetings, webinars, surveys, volunteer projects, etc.)
- Ability to find, engage, and develop rapport with community members who are not typically engaged in natural resources projects, including with people of different cultures
- Skill, ability, and/or lived experience developing relationships with community organizations (i.e. cultural organizations, neighborhood groups, etc.)
- Ability to coordinate and implement a student monitoring project, working with teachers, students, researchers, logistics, etc.
- Ability and willingness to plan and deliver individual work as part of a larger whole
- Professionalism, tact and sense of humor
- Willingness/openness to learn about and discuss racial equity and social justice issues.
- Regular and reliable attendance and dependability
- AmeriCorps Members must be: 18 years of age or older at beginning of service term; U.S. citizen, national or lawful permanent resident; in possession of a high school diploma or equivalent, or commit to earning one prior to receiving education award; able to commit to the full term of service; able to successfully pass a fingerprint criminal history background check and satisfactory report from the National Sex Offender Public Website (NSOPW) prior to the start of the position.

PREFERRED QUALIFICATIONS
- Experience in ecological field research (macroinvertebrates, wildlife, plants, etc.)
- Experience creating and giving presentations to different audiences
- Experience in environmental education, natural resources interpretation, and/or experiential education
- Fluency in Spanish, Russian Ukrainian, and/or Vietnamese
- Understanding of watershed science and/or restoration
- History of creative methods for community outreach
- Public speaking ability/willingness
- Ability to create and manage date from basic online information tools (webforms, online surveys, etc.)

MEMBER BENEFITS INCLUDE
- $19,200 living allowance paid over the 11-month term of service (approx. $1,745 monthly, before taxes).
- $7,395 education award (qualified student loans and/or education expenses).
- Loan Forbearance
- Health Care Insurance
• Child Care Reimbursement
• $100 Training Fund
• Professional Leadership Certificate, Trainings and Networking opportunities such as EDI and Environmental Justice trainings (trainings valued at ~$23,000).
• May be eligible for Supplemental Nutrition Assistance Program (SNAP)
• Monthly TriMet passes available.
• Mileage reimbursement for Confluence trainings.
• May be eligible for free BIKETOWN membership.

PROJECT LOCATION & TRANSPORTATION INFORMATION
• Primary work location is the Watersheds Council office at 2416 SE Lake Road, Milwaukie, OR 97222, inside the Milwaukie Presbyterian Church. The office is easily accessible by transit: the Church parking lot is the Park & Ride lot for the Downtown Milwaukie stop for the MAX Orange Line. Buses 29, 32, 33, & 34 stop nearby as well. The office has is secure bike storage. The office is easy walking distance from downtown Milwaukie, as is Milwaukie City Hall and Milwaukie High School (partners). Parking is available. The location has an on-site natural area with trails, benches, etc. as well as meeting rooms for both quiet work and community events.
• Many of the key sites to this project: Kellogg Dam, the Kellogg Dam Impoundment, the Kellogg/Willamette Confluence, Milwaukie High School, Milwaukie Bay, the Trolley Trail connector, Kronberg & Dogwood Park, and the Milwaukie Presbyterian Church Nature Sanctuary, a restoration site along Kellogg Lake, is on the site and has trails, benches, etc. are all within 2 blocks.
• A personal vehicle will be useful for visiting sites, moving supplies for tours and field work, and getting to meetings, Rowe Middle School field work, etc. With advance planning by both the Member and the Council, car share, carpooling, or other arrangements are possible when needed if the member does not have a car

HOW TO APPLY

STEP 1: **Apply to Project Supervisor:** *(Conducts first round interviews and recommends top candidates to Confluence)*
Email the following items to Neil Schulman at neil@ncwatersheds.org, (503) 550-9282:
- Résumé
- Cover letter (1 page)
- Contact information for three references (name, title, relationship, email & phone)

STEP 2: **Interviews:** If selected, you will be offered an interview with the project partner.
Top candidates will be emailed to Confluence, who will conduct a second interview before making a decision.

QUESTIONS ABOUT CONFLUENCE OR AMERICORPS?
Megan Brown | Recruitment and Program Coordinator | 503-719-6779 | mbrown@confluencecenter.org