Director of Community Care & Engagement

Shobi's Table
Updated Nov 2026

Summary:
The Director of Community Care & Engagement is an essential role in leading and shaping the day-to-day voice and presence of Shobi's Table among the communities we serve. This person sets the tone of hospitality primarily to our customers, and also in all of their interactions with our volunteers, staff, ministry partners, and donor base. They are often a first point of contact for many who visit the cafe and become part of the community. They utilize their skills in relationship building to spread the love of God, build partnerships, care for the logistics in people's lives that work to eliminate their struggle with hunger and loneliness. Their daily role in our program makes them one of the primary storytellers of this community, sharing those stories in places that welcome new sources of support and partnership, and make the case that Shobi's Table is an essential part of the ecosystem of support and love for our neighbors.

Requirements:

- Masters level ministry degree, or social work degree, or similar
- Have access to a reliable mode of transportation.

Preferred Experience:

- At least 3-5 years in ministry settings
- At least 3-5 years of experience working with marginalized populations

Essential Functions:

- Leadership (integral)
    - Work with the leadership team in decision making and ministry management
    - Supervise the Volunteer Manager, and possibly other positions such as Interns.
- Community Care & Spiritual Life (30%)
    - Participate in community life in the kitchen, as needed/available
    - Lead table hosting at each lunch site, engaging volunteer participation.
    - Tend to community spiritual care and worship life
    - Build culture and systems of respect and care among lunch community
    - Build and lead a Community Advisory Board
    - Build and lead Pastoral Collective, teaching other clergy and spiritually minded lay leaders in spiritual care of marginalized populations
- Outreach & Partnerships (15%)
    - Networking to build and maintain partnerships with other organizations.
    - Facilitate and participate in building partnership logistics (e.g. meet with COCH Pastor, Property Team)
    - Preach and teach on behalf of Shobi's Table at partner congregations.
- Development (15%)
    - Gather and tell stories to amplify the message and ministry of Shobi's
    - Donor engagement and stewardship through donor visits and events
- Other duties as assigned (15%)
    - Food Truck Lead: Tend to the logistical and physical needs of the food truck

Core Competencies:

- **Spiritual Maturity:** Does their work from a deep sense of call to ministry; engages with all members of the community through the eyes of Jesus in compassion; leads with the fruits of the spirit - love, joy, peace, patience, gentleness, self-control, faithfulness, goodness.
- **Compassion and Care:** Exudes a natural sense of care for the well-being of others; responds with empathy to the life circumstances of others; communicates a sense of support in his or her very presence; demonstrates appropriate and boundaried expressions of care.
- **Ethics and Values:** Honors the core values and beliefs of the organization in their choice of behaviors; consistently embodies appropriate behavioral choices in both stressful and nonstressful situations; practices the behaviors they advocate to others
- **Strategic Leadership:** "Problem" solving in all situations, both near and long-term; implementing solutions and developing strategies that improve efficiency; pursuing opportunities for organizational growth
- **Bridge Building & Partnership Advocacy:** builds awareness of the goals of both Shobi's Table and Christ on Capitol Hill, advocating for both organizations; finds mutually beneficial solutions to shared problems; seeks out and incorporates feedback from both partners in building patterns, processes and general infrastructure that builds trust and creates efficient systems; can make a plan while also maintaining the capacity to pivot, adjust and change course as needed.
- **Listening:** Engages in thoughtful and attentive listening; listens beneath the surface for real intent that may contradict the spoken message; overcomes personal bias to genuinely hear the ideas and concerns of another; can describe the perspective of another, even when he/she disagrees.
- **Personal Resilience:** Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are in the air; can comfortably handle risk and uncertainty; is flexible.
- **Self-Development:** Sets appropriate personal work objectives, measures own progress, identifies personal gaps in knowledge, understanding and skill; undertakes appropriate activities to develop needed skills; seeks regular feedback on performance; knows personal strengths and weaknesses, is sensitive to changing personal and organizational requirements and changes accordingly.
- **Self-Differentiation:** Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a non-anxious presence during turmoil; not overly dependent upon outside affirmation; works to build a strong personal support system.

Schedule:
- Full Time
- Lunch days (Tuesday through Friday) - 10/11am-2/3pm
- Catering days (weeknights - often Wednesdays, weekends) - often weekday evenings or lunches on weekends

Wage and Benefits:
- Wage $28/Hour, Exempt Salaried
- PTO accrual (includes sick and vacation time)
- Benefits - health insurance for employee OR compensation package, to be negotiated.
- Paychecks will come twice a month.

Reports to: Executive Director - Kari Olsen

Supervises: Volunteer Manager

Locations:

- Kitchen/Office at Christ on Capitol Hill, 105 University Ave West, St Paul, MN 55103
- Serving Sites at Christ on Capitol Hill, Rice & Larpenteur, Faith in Frogtown, Allianz Field/Bethlehem Lutheran in the Midway
- Truck located at various area church parking lots
- Caterings - varied around the Twin Cities Metro

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