



Position Description

Title: Director of Camps and Conferences

Date Updated: 1/5/16

FLSA Status: N/A – Missionary Position

Full Time: ● Yes ○ No

Baptist Haiti Mission has provided gospel ministry to the people of Haiti for over 70 years, through a massive nationwide network of churches, schools, and pastoral training facilities. The ministry also supports a hospital, economic development programs, and youth camps to further develop and strengthen ministry to local churches. BHM exists to help strengthen local churches and ministries of Haiti with the goal of seeing the country transformed by the Gospel.

Job Summary:

The Director of Camps and Conferences will have overall responsibility for the programs within all of Baptist Haiti Mission's camps and conferences. He will have general responsibility for camp properties with specific supervisory responsibility for the Le Phare facility. He will specifically be responsible to ensure the theological integrity of all training content according to a biblical understanding of Christianity.

Values:

- **Gospel:**
 - Remains committed to an intimate walk with Christ through personal devotion and regular fellowship with a body of believers
 - Displays the Gospel through integrity in business practices, especially in the areas of doctrine and evangelism
- **Relationships:**
 - Displays a commitment to strong relationships with all BHM staff
 - Have leadership philosophy that is one of servant leadership
- **Excellence:**
 - Displays a willingness to exceed expectations
 - Remains available to reporting staff and team members

Essential Job Functions:

- Supervise the content of all religious training and programming at camp and conference sites to include Summer Camps, VBS, Primary Education and Pastor Conferences
- Oversee the maintenance and upkeep of the Le Phare facilities and grounds
- Develop programming for pastoral training that will support ASEBACH needs and objectives
- Work with the Ministry Education Director to maintain relationships with church and

para-church ministry partners to provide a rich variety of pastoral training, teacher education and other programs

- Train and direct Haitian staff, to include summer staff, in all programs and requirements
- Support and host BHM short-term missions programs
- Define, and submit to the Mission's leadership, metrics designed to evaluate long-term gospel witness in the ASEBACH churches
- Develop and maintain appropriate relationships with various Haitian governmental representatives and agencies

Qualifications:

- The person in this position should be thoroughly committed to BHM's mission and have proven leadership, coaching, and relationship management experience
- The person in this position should be willing to immerse himself and family in the culture of the Haitian people. This could include: extended trips into the provinces, time spent studying the history and recent developments of Haiti, etc
- The person in this position should make every effort to develop a functional ability to speak either Haitian Creole or French while committed to this position
- The person in this position should have proven experience in organizational management, and be able to coach staff, manage and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- The person in this position should have formal theological training at the Bachelor's or Master's level
- The person in this position should have exceptional written and verbal communication skills, be diplomatic with public relations, and be winsome and passionate with donors and supporters
- The person in this position must be able to raise required support for salary and costs in country
- The person in this position should affirm and hold to the 2000 Baptist Faith and Message

Work Environment:

- This position will be in a self-directed, strategic, and collaborative mission-field environment
- This position will occasionally call for travel in and around Haiti (including remote areas), and occasional trips to the U.S. as necessary

Supervision:

- The person in this position will supervise some Haitian employees and volunteers, and BHM missionaries and interns when required
- The person in this position will report to the Field Director