



Position Description

Title: Camp Director

Date Prepared: 5/29/17 **FLSA Status:** N/A – Missionary Position **Full Time:** ● Yes ○ No

Baptist Haiti Mission exists to glorify God by proclaiming His gospel, strengthening His church, equipping His saints, and demonstrating His love. For over 70 years it has ministered to the people of Haiti with the goal of seeing the country transformed by the gospel. The primary ministry focus is theological education and instruction at all levels which is accomplished through an extensive network of churches, schools, and training facilities. A 76-bed hospital and various economic development programs further serve the Haitian populace.

Job Summary:

The Camp Director is responsible for the properties and programs at the Baptist Haiti Mission's beach camp property called Camp LePhare. This individual is 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:

- Direct all training and programming at Camp LePhare to include Summer Youth Camps, Day Camps, Pastor Conferences, and other occasional events.
- Supervise, mentor, train, disciple, and develop camp and conference staff.
- Oversee the maintenance and upkeep of the camp facilities and grounds.
- Plan, organize, and resource curriculum for execution by Haitian staff.
- Provide oversight to BHM short-term missions teams and programs staying at Camp LePhare.
- Coordinate speakers for camp and conference activities.
- Create annual budgets, track expenditures, and forecast future financial needs.

Qualifications:

- The person in this position should be thoroughly committed to BHM's mission.
- The person in this position must have proven leadership, coaching, and discipleship experience and the ability to develop and manage high-performance teams.
- The person in this position must have solid theological training in order to biblically and effectively carry out all the responsibilities of this position.
- The person in this position must affirm and hold to the 2000 Baptist Faith and Message.
- The person in this position must be committed to becoming fluent in Haitian Creole.
- 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 have proven experience in organizational management, and be able to coach staff, set and achieve strategic objectives, and manage a budget.
- The person in this position should have excellent written and verbal communication skills; be diplomatic with public relations; and be winsome and passionate with donors and supporters.

Work Environment:

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

Supervision:

- The person in this position will supervise Haitian employees
- The person in this position will at times supervise U.S. interns.
- The person in this position will report to the Field Director.