

MCC SALT/YAMEN Service Opportunity

Assignment Title & Partner Organization: SALT/YAMEN: Donor Relations Capacity Building Assistant – FOPJ

Term: August 14, 2019 – July 11, 2020

FTE: 1.0

Location: Port-au-Prince, Haiti

Date Required: August 14, 2019

MCC is an equal opportunity employer, committed to employment equity. MCC values diversity and invites all qualified candidates to apply.

Synopsis:

The SALT/YAMENER will serve with FOPJ, a non-profit primary school that provides high quality educational opportunities to extremely disadvantaged, vulnerable children who would otherwise not have the opportunity to attend school. The SALT/YAMENER will assist FOPJ and other MCC Haiti local partners with specific donor relations projects including writing grants, reporting, presenting about their work, donor stewardship, and other priorities as defined by partners.

Qualifications:

All MCC workers are expected to exhibit a commitment to: a personal Christian faith and discipleship; active church membership; and nonviolent peacemaking.

An invitation to an assignment is contingent on a successful criminal background check.

- Bachelor's degree in business, marketing, communications, economics, education, or a related field required.
- Experience and interest in at least one of the following: business, fundraising, grant-writing, communications, donor relations, education, international development
- Computer proficiency with Microsoft Office, web design platforms, and social media
- Creative, innovative and resourceful, with an interest in working with local partners
- Excellent written and verbal communications skills; public speaking experience preferred
- English fluency required
- Willingness to learn and work in Haitian Creole; French helpful, but not required
- Strong organizational skills; ability to function in non-structured settings with effective time management skills. Self-initiative is important.

Assignment Narrative:

Fondation Oecumenique pour la Paix et la Justice (Ecumenical Foundation for Justice and Peace, or FOPJ) is an MCC Haiti education partner that serves the Carrefour Feuilles neighborhood of Haiti's capital, Port-au-Prince. FOPJ is a non-profit primary school providing educational opportunities to highly vulnerable, disadvantaged children who otherwise would not be able to attend school. FOPJ offers high quality instruction, vocational skills training, and psychosocial support to students.

One of the greatest needs identified by FOPJ and MCC Haiti's other local partner organizations is the ability to access funding for their work through donor relations, communications and grant writing. MCC partners recognize that the ability to communicate effectively and persuasively with funders and potential funders is necessary for their work to continue but need more support.

This SALT/YAMENER will assist FOPJ and other MCC Haiti local partners with specific donor relations projects including writing grants, reporting, presenting about their work, donor stewardship, and other priorities as defined by partners. This individual will also help reinforce partners' staff capacity and develop resources to help partners understand donor relations best practices.

The participant will work each week, Monday to Friday 8:00am- 4:00pm, directly supervised by the MCC Supervisory Program Assistant & Exchange Coordinator. The SALT/YAMENER will be based out of the Port-au-Prince MCC office, with regular travel to visit partner organizations. The SALT/YAMENER will attend weekly staff meetings and devotions in the office, monthly service worker events/outings, and all staff retreats.

For more information about MCC Haiti's partners, please visit www.haitimcc.org

FOPJ

- [Planting Seeds of Leadership](#) about school leader Esther Pierre
- [Cultivating New Opportunity](#) about linking MCC agricultural partner PDL and education partner FOPJ

Other Partners & Projects

- [Building a City of Peace](#) about peace partner JUPED (*Youth United for the Protection of the Environment*)
- [Finding Peace After Disaster: Supporting Victims of Sexual and Gender-based Violence](#) about partner SOFA (*Solidarity of Haitian Women*)
- [Legal Aid as Ministry \[VIDEO\]](#) about Christian Lawyers' Association, a legal aid organization which MCC Haiti helped to found

Duties:

With support from the MCC Supervisory Program Assistant & Exchange Coordinator, the SALT/YAMENER will:

- Work together with FOPJ staff and other partner organizations to identify and implement priority donor relations projects; depending on the partner organization this may be grant writing, reporting, fundraising, presentations, creating donor stewardship materials, social media campaigns, or other donor relations activities
- Participate in partner visits with MCC staff to understand the context of Haitian partners' work
- Assist with donor relations-related capacity building trainings for MCC Haiti partner organizations
- Support networking opportunities for MCC partners with other peer organizations
- Identify creative donor relations strategies for communicating about MCC's work in Haiti to constituents, supporters, and partners nationally and internationally
- Participate in MCC staff events

Location Description:

This SALT/ YAMEN position is based out of Haiti's capital city, Port-au-Prince which has markets for local rice, beans, and for beautiful local fruits and vegetables. It also has modern supermarkets where North American food and supplies are available, albeit at a high cost. Homes in the city are generally made of cement block structures and either tile or cement floors with tin or cement rooftops. Iron grates cover the doors and some windows, and nearly all urban homes have walls and gates. Currently, the electrical grid is on as often as it is off and is highly unreliable.

Public transportation is available (motorcycle taxis, small trucks, Tap-Taps). Public transportation in Haiti is generally overcrowded but very reasonable in cost. Public transportation options are very limited after dark. Road conditions in some areas are very poor.

The climate is typical for the tropics: hot and humid with daytime averages of 85-95 F (~30C). There are two rainy seasons, April-June and August-October, though these are becoming less predictable each year with climate change.

There is generally cell phone access in the area, enabling regular contact with partners, MCC staff, and loved ones back home. Most MCCers use WhatsApp for communication and texting. Cell phone calls can also be made internationally, and the MCC Port-au-Prince office has WiFi internet that is typically reliable.

Restaurants are available throughout the city of Port-au-Prince, including some with high-end international menus. Rice and beans are a staple of the Haitian diet, often served along with local chicken, beef, pork, or goat. Coffee is grown and served in Haiti. Haitian cultural and music performances take place in and around Port-au-Prince. Popular excursions out of the city include beaches (within two hours of Port-au-Prince) and hikes in the nearby mountains (within 1 hour).

Creole is the national language spoken by all Haitians, but French is often used in government offices and schools and preferred by the local elite. Many legal documents, most newspapers and journals, and many TV and radio stations are in French. Since Creole is spoken and understood by all Haitians, MCCers will learn Creole, and office operations take place in Creole.

Port-au-Prince has good medical personnel, including general practitioners, OB/GYN specialists, pediatricians, internists, eye doctors and dentists, but poor medical facilities and access to medications. Major health concerns are Malaria, Dengue Fever, Zika Virus, Chikungunya Virus, Typhoid Fever and gastrointestinal (GI) tract infections.

Due to Haiti's ongoing social and political struggles, there may be times when MCCers stay in their homes and neighborhoods or curtail activities. Night-time activities are more affected by this.

MCC in Haiti has been working alongside Haitian partners since 1958 to improve the lives of some of the country's most vulnerable people. MCC's work in Haiti has included projects in disaster relief, health care delivery and public health, education, human rights, income generation, reforestation and environmental protection, housing, sustainable agriculture, trauma recovery and peacebuilding.

MCC Haiti's current priorities are:

- Reforestation, Agricultural Development, and Sustainable Livelihoods
- Peace and Restorative Justice
- Public Health & Mental Health

- Education and Support for Vulnerable Children and Youth

Challenges:

- Extreme heat.
- Absence of material resources will require creativity and ingenuity to accomplish goals.
- Careful food preparation is a requirement in Haiti.
- There is an overwhelming need and therefore the worker will receive frequent requests for help. It is important to be able to develop coping mechanisms to appropriately respond to these situations.
- Self-initiative is a necessary asset in all areas of life.
- Port-au-Prince offers very limited public space; finding opportunities for exercise, recreation and socializing requires flexibility and creativity.
- Worship style may vary significantly from the worker's home community and finding appropriate spiritual support may be a challenge.
- Haiti is known for its political instability and unrest, which requires adjustments on the part of all MCC workers. Workers need to be prepared at all times to cope with the effects of unrest or natural disaster.
- The social climate of the island in general, and of most of MCC's partners, are culturally and theologically conservative, which may cause tension and additional stress for MCC workers. Local churches and community are generally not supportive of LGBTQ+ persons.
- Visible tattoos and multiple piercings carry significant negative cultural connotations. MCC is happy to consider the possibility of a candidate with tattoos or piercings but wants to be forthcoming about the realities of the context and invites dialogue with anyone who is interested.
- Managing frustrations when things don't turn out as expected can be hard. While we do our best to determine and outline job responsibilities with our local partners, assignments really come alive based on an individual's passions, skills, and gifts. Responsibilities may change according to needs within a local context. As such, the greatest characteristics a participant can bring to an assignment are adaptability, flexibility, patience, a willingness to get your hands dirty, and humility to complete even mundane tasks.
- Haitian culture lends itself to a relational agenda rather than a goal directed activities; the ability to adapt to this will enhance satisfaction in the role. For those who are very task oriented, it can be a challenge to recognize the importance of "being" instead of always "doing" as building healthy relationships and mutually transformative learning is an important part of the participant experience. We hope SALT/YAMENers will come with a desire to walk alongside our local partners, rather than see the assignment solely as a way to "get things done".