



Q U I S Q U E Y A C H A P E L

Port-au-Prince, Haiti



OPPORTUNITY PROFILE

SENIOR PASTOR



What is Quisqueya Chapel?

- An international, inter-denominational, evangelical church ministering in the English language in Port-au-Prince, Haiti.

- Quisqueya Chapel (referred to as "QC" or "the Chapel") The term Quisqueya is the Taino Amerindian term for the island.

- An independent body of believers made up of a wide variety of races, ethnic backgrounds, economic, spiritual maturity, and educational

levels. QC has Haitians, expats, missionaries, diplomatic personnel, professionals, students, children, short-term and long-term workers, all coming together to worship and build each other up in the faith.

- Many QC attenders are involved with local schools, orphanages, and national/international organizations (e.g., Mission Aviation Fellowship, Christian Reformed World Missions, Free Methodist Mission, Church of the Nazarene, World Vision, Crossworld, Wesleyan Missions, USAID, Compassion International, foreign embassy staff, and local businesses).
- Founded in 1971, QC is well known and respected in Haiti.
- Owns 3.7 beautiful acres that are partially developed with several buildings. These buildings have classroom space, a nursery, three offices, a library, three gazebos and a large playground.
- 250 to 300 attend the contemporary worship service on Sunday mornings.
- Sunday School for all ages
- CrossFit exercise group that meets twice a week
- Timothy Leadership Training (TLT) group
- Thursday evening Bible Study
- Several informal groups
- Missions and Services program supports five missionaries, three in Haiti and two abroad, and manages a benevolence fund.
- Employs one part-time office manager, a security guard, and two groundskeepers. While there currently no associate pastors, QC has employed a youth pastor from 2012-15 and hopes to hire one in the future.
- Volunteers from the congregation lead worship, small groups, and other essential activities.
- Congregational governance with a board of elders and deacons.

Our *MISSION* is to equip English-speaking believers to advance God's Kingdom in our community and beyond.



Did you say Haiti!?

Yes! Haiti is a beautiful, tropical, mountainous, vibrant country of eleven million people. Haiti has many beautiful beaches, mountain get-aways, and historical sites. Direct flights from Miami, Fort Lauderdale, Montreal, New York, and Atlanta arrive in Port-au-Prince daily from many major airlines. Haiti's national protestant church is growing in both size and maturity.



Haiti can be a challenging place to live and work. There are major problems like unemployment, illiteracy, instability, corruption, and lack of reliable infrastructures. While these are indeed problems, Haiti is statistically *the* safest country in the region with a murder rate of less than half that of the regional average. A major focus of ministries currently working in Haiti is to develop the maturity of leadership and sustainability of development

programs. QC is well positioned to encourage, guide, mentor, and disciple Haiti's next generation of leaders.

There are over 1 million people of Haitian descent living in the United States and Canada and that number continues to grow. For Quisqueya Chapel, this means that more and more people living in Haiti are fluent in English. The English-speaking community is full of spiritually lost people in need of discipleship and a church community.





What Kind of Pastor is QC Looking For?

QC is seeking the Lord for our next senior pastor to both build on our past history of ministry as well as provide the servant-leadership needed to guide to guide QC in advancing the Kingdom of God in Haiti and around the world.

DESIRED CHARACTERISTICS:

1. Servant leadership. Seeking to model servant leadership, leading by example and walking alongside the church as it seeks to fulfill it's mission statement.
2. A talent and passion for preaching from a scriptural foundation with openness to the Holy Spirit in the selection of texts, focus of the message, and applications drawn from the text.
3. A passion for mentoring and discipleship ministries both personally as well as training others to disciple.
4. Values small group ministry
5. Committed to prayerfully seek God's will and guidance for the future direction and emphasis of ministries for the church.
6. A demonstrated ability to work with a variety of religious, cultural, denominational, and socio-economic backgrounds in one church family.
7. A warm friendly demeanor that sets people at ease and makes them feel comfortable and welcome. The successful pastor at QC will be warm and genuine in all his relationships.
8. The ability to encourage Quisqueya Chapel to be a church family of ministers who take care of one another and from that foundation reach out to bring the world around us to Jesus.
9. Comfortable working with a small staff, elder / deacon board, and worship committee with a variety of volunteer lay leaders. This position is a hands-on ministry opportunity.



QUALIFICATIONS:

1. A lively and growing Christian faith with a strong Biblical foundation. Tolerance for denominational and dogmatic differences.
2. Ordained, preferably with Master of Divinity or equivalent studies and previous pastoral experience.
3. Experience in cross-cultural as well as pastoral ministry. A disposition and aptitude to adapt successfully in a cross-cultural setting.
4. A really good preacher with a good platform presence.
5. Enjoys people, is quite pastoral, and has good social charisma.
6. Proven leadership qualities based on a facilitating, serving style. Capable of acting as a visionary and values leader for a diverse congregation.
7. The candidate and spouse should have a sense of adventure, and enjoy other cultures.
8. Articulate in English and having an aptitude and willingness to learn a second language.
9. Good at written communications.
10. Is in good health, with a strong work ethic coupled with self awareness to lead a balanced life.
11. Has strong family relationships with full support of spouse and family to follow this call.

MAJOR FUNCTIONS:

1. To shepherd the spiritual growth of the Church at Quisqueya Chapel.
2. To give yourself in prayer, worship, and to the Word.
3. To articulate Quisqueya Chapel's mission, philosophy, and strategy, and to give leadership to the fulfillment of these.
4. To fulfill main pulpit ministry, retaining openness to other ministers as occasion arises.
5. With the Board Chair, facilitate the Board to fulfill its governance and ministry functions.



What Opportunities are there at QC?

In the last twenty years, QC has evolved from a church populated mostly by expatriate missionaries and aid workers to a international congregation made up primarily of Haitians desiring to worship in the English language. Because of this transition, one of the major opportunities at QC is the integration of Haitians and expatriates into the life of the congregation.

- to help make QC a place where the English-speaking Haitian community and the English-speaking expat community grow together. Gal 3:28: "There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus."
- to better utilize the Chapel's property for Christian ministry. Some ideas that QC has considered include sports ministries, offices of Christian NGOs, and providing space for a Christian school.
- to rebuild a once dynamic youth ministry.
- to grow QC through discipleship, small groups, bible studies.
- to develop leadership both in QC and in Haiti to advance God's Kingdom.
- to better engage the greater English-speaking expat community including NGOs, embassies, and other groups. Specifically, to become socially active in the expat





community for both the sake of soul-winning and to add to the congregation additional leadership and financial support.

- The expat community in Haiti is very large (i.e. over 45,000 US citizens live in Haiti), and church involvement is low with many expats forming

small groups or home churches. In five years, with the right leader, QC can easily grow to over 500 people. With a corresponding rise in income the senior pastor could be fully paid and a youth pastor be brought on board.

- Pastoring QC in Port-au-Prince is somewhat akin to a big fish in a small bowl. The opportunities to make an impact within leadership and upper economic strata in the community is substantial.

Frequently Asked Questions

1. Does QC offer a salary and benefits? QC offers a salary that is approximately half of what a pastor with a family would need to live in Haiti. The Chapel desires a salary structure which is modest, adequate, and in keeping with prevailing standards within the

congregation. However, the current financial situation of the Chapel does not permit paying the amount desired. In light of this, the Chapel requires the pastor to raise a portion of his own support from external sources. As the financial situation of the Chapel changes, this support raising and partial salary arrangement will be evaluated and adjusted as needed. The raising of support, both prayer and financial, should be a priority for the senior pastor. Each year the chapel will allot time for maintaining relationships with supporters. Beyond the financial benefits, the chapel believes that this type of spiritual support is a necessity for pastoring a congregation in Haiti.

- 2. Does QC offer a moving allowance?** QC offers a one-time moving and monthly transportation allowance, but a candidate will have to purchase a vehicle.
- 3. What about language?** QC is an English-speaking congregation, but willingness to learn Haitian Kreyòl or knowledge of French is an advantage. QC will offer an opportunity for the new Senior Pastor to do some language learning.
- 4. Who will help me if I come to Haiti?** QC members will provide an orientation to life





in Port-au-Prince to our new pastor and his family. The QC family has a wealth of experience, contacts, and information to serve the new pastor and his family.

5. Where will I live? Most expat families involved at QC rent private homes in various neighborhoods in the Port-au-Prince and surrounding area. QC does not own a house.

6. **What options are there for my children's schooling?** Only a few blocks away from QC there is an accredited, English-speaking, K-12 Christian school using an American curriculum. Several of our children have also attended private Haitian schools taught in French.
7. **Can I affiliate with a mission for the purposes of support raising and still serve at QC?** Yes, it is recommended.
8. **What is the denominational history of QC?** QC is not affiliated with any denomination and is not funded by any other church or ministry. According to its bylaws, the ministries of QC must be welcoming to those of any Protestant denomination. In its teaching and preaching, QC seeks to embrace attendees from a diverse evangelical backgrounds as well as welcoming non-believers and the unchurched.



What's the process?

1. Contact the QC Search Committee at qctransition@gmail.com if you feel God leading you to consider this opportunity. Each of us on the Search Committee have been involved at QC for most of our time in Haiti and have raised our families in Haiti. Please ask any questions you have of us or our families. Our spouses are happy to interact with you or your wife as well.

Search Committee members are:

- John Munsell (Mission Aviation Fellowship in Haiti for 21 years, and former QC board Chair) jmunsell@maf.org
- Melissa Friesen (Independent missionary in Haiti for 9 years) melissafriesen@yahoo.ca
- Cody Zuiderveen (Resonate Global Mission in Haiti for 2 years) czuiderveen@crcna.org

2. Please send a cover letter and resume to: qctransition@gmail.com.
3. Qualified candidates will be contacted for interviews and asked to provide references and respond to a questionnaire.
4. The final candidate could visit the congregation as early as November, 2018. Candidates must be approved by a vote of the Chapel membership.