



Clean Water for Haiti Support Staff Application Information

Hello!

We want to start by thanking you for your interest in Clean Water for Haiti.

In this Support Staff Application Information package you will find valuable information about Haiti in general, Clean Water for Haiti, and how you can be a part of all of it.

Our goal through this process is to try and find the people that will be the best fit for the organization as a whole, and also for the specific Support Staff role that is available. As an organization, we believe in transparency in everything that we do, so we're going to be as open as possible through this process so you can also decide if Clean Water for Haiti is the best fit for you.

You will also notice that there is a lot of information in this package – that's intentional. You are looking at the possibility of living and working cross-culturally. Haiti is a challenging country to live and work in, and we feel it's important for potential staff to have a decent picture of what they may be committing to. In order to value everyone's time, please thoroughly read through the entire package.

Our application process is as follows:

1. Read through the entire package of materials and requirements.
2. Applicants fill out the Support Staff Application and submit it along with any other specifically requested documents (eg. Résumé/CV) for the specific role.
3. We will notify you when we receive your application and suitable applicants will be asked for a Skype/phone interview.
4. References can be submitted at the time of application, or after the phone interview when requested. At this time a criminal background check will also be submitted for review.
5. If we feel you would be a good fit we'll extend the invitation to join our staff.

If you have questions after reading through all the materials provided, please don't hesitate to be in touch with **Leslie** at **office@cleanwaterforhaiti.org**. We want to provide you with as much information as we can and Leslie loves to help people move through this process.

We're looking forward to hearing from you!

Chris & Leslie Rolling  
Clean Water for Haiti Directors

## Who We Are

Clean Water for Haiti is an organization with three registered branches – Clean Water for Haiti US, the CWH Foundation of Canada, and Foundation Clean Water for Haiti in Haiti. We all work together to raise finances and provide oversight for the work that happens in Haiti.

CWH was founded in 2001 by a Canadian couple. In 2003 Chris Rolling was asked to take over the role of Executive Director, and has remained in this role since. Clean Water for Haiti has developed an effective subsidized household water filtration program that targets the poorest of the poor in communities throughout the Department d'Artibonite and Ouest regions of Haiti. More information about our programs can be found on our website.

## Our Faith Background

Clean Water for Haiti was founded on Christian principles. We are a humanitarian mission in the sense that we do what we do because we believe that God has called us to love our neighbors well, and to care for the poor. We feel we can best do that by helping to meet a very basic need – access to clean water – because this is so foundational to a person's overall well-being.

We are non-denominational and don't do any direct evangelism or have any kind of religious education as part of our formal programs. We don't have any issue with those things in the right context, but we also don't feel that is a direct part of what we are called to be doing within our particular programs.

We believe "loving our neighbors" means everyone, no matter what their background, should have access to clean water through our programs. If they're willing to buy a filter, they can have a filter. If people want to pay for training, they'll get training.

It's not a requirement that any of our local Haitian staff believe the same things that we do. Some do, of their own volition, and some don't. We are open to having Support Staff from all backgrounds, but applicants need to be aware that we use Biblical principles to guide our work and our decision-making process. We also use them to determine how we do life in Haiti.

## Our Development Strategy

As a humanitarian mission, we believe we are called first to love people as God loves us, and to care for their needs. We choose to do this by running our bio-sand filter program. We believe that loving people well means doing what we do to the best of our ability. It means working in a very focused way so we can always be improving and offering people our best.

We also believe that loving people well means recognizing their ability to be part of the solution. While about 80% of Haiti's population lives in poverty, they are also fathers and mothers and people who have dignity. To love people well we should always be working towards maintaining and building up that dignity. Where people are capable of being active we should not be trying to do everything for them. We want parents to know that they have made good decisions that have led to improving the health of their family, and that they played an active role in that.

For all these reasons, we don't give filters away. When families want a filter, they work with a network of Community Promoters to purchase their filter by paying a small co-pay. It's equivalent

to about \$5 US, and is something that even the poorest families can pay. This co-pay gives the filter value and ensures that the family will use it, and it gives families the dignity of knowing they invested something into it. We've seen entire communities come on board and agree with us that this is the best way to help Haiti, and the results have proven it to be true. Our data shows that over 95% of our filters are still being used after the first year. When people are involved in the process they are more likely to maintain long term change.

We have high expectations of Clean Water for Haiti's local Haitian staff. We believe that the men and women who work with us are capable of meeting those expectations.

We are very intentional in how we interact with our local community. As an overall principle, we try to teach people to be independent, not dependent on foreign aid. If we are here to love people well, we should be trying to live and work in a way that doesn't hinder their own ability to care for their own needs, and develop relationships that are not based on what material items we can give, but on mutual respect and the knowledge that people are very capable. Because of this, and for safety reasons, we do not permit Support Staff volunteers or visitors to the mission to give things away without permission. When situations do arise where there might be things to give away, we have calculated ways to do so, and will happily share more about that in orientation. We just want potential staff to be thinking about this issue in the framework of what they hope to do while here to help, and how they would actually define the word "help".

As part of the orientation/training process for new Support Staff there will be some homework to do that involves reading a couple of books that we have found to be a great resource in explaining this approach. We'll cover that in more detail later in this packet.

## Support Staff Expectations

### **Length of Term**

In order for our programs to run well we know that we need a consistent staff presence with committed people that are able to be with us for a minimum of one year.

Our organization is intentional about being part of the local picture, as well as making sure we're taking safety measures, which means speaking some Creole and not using translators. All foreign staff will need to put in the effort of learning the language to at least a basic level, as well as gaining other skills like learning to drive here, doing errands, and getting a general understanding of how things work. We know from personal experience that these are all vital to helping anyone here feel settled and productive, as well as safe.

### **Followers That Become Leaders**

We know the process to establishing any kind of life and fulfillment in the work here is hard. As a leadership team our goal is to develop a healthy, supportive environment for all staff. That means a certain amount of trust in the orientation and settling process is needed as we come alongside you and coach you through the learning process. Our end goal is that all Support Staff are able to be leaders within the organization, but we've also been through the challenging process of establishing a life in Haiti and want to support you through that transition. Our hope is that Support Staff will be open to coaching and guidance as they learn to take more leadership.

## **Be Respectful and Mindful**

We are ever mindful of Haiti's history, especially the colonialism that so deeply affects everything that people here do, how they think, and their personal identity. Centuries later we still see residual issues from the time of slavery, and it means being very intentional about working to change some of those things where we can. In order to be effective, we need to be respectful, have standards that people can rise to, be willing and quick to teach skills, and show our staff that they can be and are leaders to their own people. While we're responsible for the oversight of the organization, we've gotten to a place with our staff where they've learned many valuable skills and we enjoy working alongside them as a team that's here to help the people of Haiti together.

This also means that we are respectful not only of people in general, but in how we tell their stories as we share about the work, or how we talk about Haiti in general. We want to be continually learning about Haiti and balancing its history with its potential.

## **Character**

One of the most important things we look for in anyone involved with Clean Water for Haiti is character.

Clean Water for Haiti strives to be an organization that operates with transparency and integrity. We want our donors and supporters to know that they could show up at our facilities in Haiti at any time and find that things are exactly as we've told them. That the funding is going to what we've told them it would be. That our outcomes are exactly as we've told them they are. When we share needs, we share the real need. We don't exaggerate accomplishments, nor do we exaggerate the struggles that we face with living and working here. We expect all Support Staff to support this, and to demonstrate these qualities.

## **Flexibility**

All foreign staff that work with Clean Water for Haiti need to recognize that living and working onsite means that we all fill a lot of different roles, and that we fill those roles as needed. When you work with limited resources you do what you can with what you have. That might mean learning some new skills, or doing things that we don't feel well equipped to do. It means being flexible, and recognizing that we're a team and we all need to work together. We will all have our specific jobs to do, but we believe in pitching in where needed, when needed.

## **Housing, Finances and General Living**

Clean Water for Haiti is a non-profit organization that receives its funding from donors that want to contribute financially to what we're doing. All of our non-Haitian staff are at Clean Water for Haiti as volunteers/missionaries – they don't receive a salary unless specified. As Directors, we do receive a small salary so that we can direct all of our efforts to helping raise funds for the organization, and to provide stability for the organization and our family so we can be in Haiti long term. In Canada and the US much of the work of running the organization is done by Board members or volunteers, with the exception of any individuals engaged in a professional capacity such as bookkeepers or grant writers. By not paying high administration costs we can honestly

tell our donors that the bulk of their financial support is going where they want it to – helping Haitians get clean water.

Clean Water for Haiti provides on-site housing for in-country foreign staff. As Directors, we live in the main house with our family. This building also provides office space for the organization. Volunteers will have their own private room and bathroom, and access to a fully outfitted kitchen and lounge area in our guest house. This area can be closed off from guest rooms when needed. We have a beefy solar system that provides 24/7 power to the whole compound and our own well and pump for water. Overall we want to provide a comfortable, safe living environment for all in-country foreign staff.

Volunteers will be responsible for their own food and personal needs, as well as airfare to and from Haiti unless otherwise stated. There will be internet available in the office, and volunteers can get a data plan for their smart phone or USB internet dongle for their own personal use.

The cost of living in Haiti varies. One can live really inexpensively in many ways, while other things can be expensive. Food can be cheap if you shop for local produce and items or you can pay a lot for imported things like cheese, that usually comes in at about \$8/lb. It really will depend on what level of comfort you want to have while living here.

For any Support Staff who are wanting to work at raising their own personal financial support to cover their expenses while with us, we will gladly assist by providing information to you for your potential supporters that will help them get excited about supporting your time with us. Just let us know and we'll do what we can to help.

Clean Water for Haiti is a small organization. We don't have a big facility with a huge number of employees. We've learned to be very effective with low overhead, which is great for those that donate to the work we do.

The Rolling family is the only long term regular staff in country, aside from whatever Support Staff join our team. Any Support Staff will need to enjoy being around kids and living in a family type environment while having their own private living space. We want our Support Staff to feel at home and feel a part of our family while they are away from their friends and family back home. We've come to learn that support is so needed when living in a place like Haiti.

We encourage Support Staff to connect with the local expat and missionary community. While we're here to serve the people of Haiti, we live in a rural area where there are huge gaps in education levels and it can be challenging to find common ground with people. Over time these friends will be able to relate to challenges and help out with things when needed because of similar experiences.

*That's it! If you like what you see, please proceed to filling out the Support Staff Application and submitting the requested references. Any other detailed information about working on Support Staff can be addressed during the interview and orientation period.*