



FLETCHER ACADEMY

Incorporated Ministries

Overview of Role

<u>Position:</u>	Crew Lead - New Construction Team	<u>Department:</u>	Enterprise
<u>Class:</u>	Full-Time Regular	<u>Wage:</u>	DOE
<u>Status:</u>	Hourly Non-Exempt	<u>Reports to:</u>	General Contractor, Fletcher Academy Enterprise
<u>Notes:</u>		<u>Revised:</u>	10/26/2022

Our Mission:

We are a growing community of believers operating Adventist schools, ministries, and businesses in harmony to educate youth to have a transforming influence on the world as disciples of Christ.

Our Vision:

To graduate students with the highest standard of intellectual and moral culture and thus be the leading sustainable Adventist educational model and resource for Christian leaders.

Why:

- Fletcher Park Inn is a place to “*Live with Purpose*” in an independent living community near to vibrant, active church families, a large AdventHealth community presence, including an adjacent regional hospital, and the Fletcher Academy Campus, offering physical, mental, social, and spiritual Food for Life. The physical buildings which our valued residents call home are the most tangible part of the Fletcher Park Inn community. They represent modern dwellings that offer not just residential space but an oasis of peace where one may rest or be active, be inspired or reflect, in solitude or while building relationships with others. Simply put, our desire is for each Villa and Apartment to be a unique, solidly constructed, modern, unpretentious yet tastefully appointed residence to call home during a special part of life.
- Fletcher Park Inn and the Enterprises division of Fletcher Academy, Inc. Ministries are a vital part of a Fletcher Academy education, which features an integrated work-study program as an

essential component of its curriculum. Students work nearly everywhere on our campus, building practical skills and developing a strong work ethic as they are trained and mentored by caring, knowledgeable, patient, and kind supervisors who help to prepare each student on their teams for a Life with Purpose.

- A critical part of our vision is to “**be the leading sustainable Adventist educational model,**” and this requires that our campus continue to grow, being responsibly developed in a planned and controlled manner to meet projected and current demand for additional housing units (“Villas”) at Fletcher Park Inn. This requires the labor of a team of skilled tradespeople and contractors / subcontractors, who together are responsible for constructing these physical assets. Fletcher Academy Enterprise, as a wholly-owned and operated entity of Fletcher Academy, Inc. Ministries, is charged with this development at Fletcher Park Inn, which plays a crucial role in meeting future demand to provide increased financial support of the organization’s schools and ministries. The Lead Construction Specialist role, reporting to the General Contractor, is needed to provide both skilled and unskilled labor and supervision of labor in various trades, to include site preparation and excavation, foundations, framing, roofing, painting, trim carpentry, fixture, cabinetry, and flooring installs, accommodating plumbing and electrical installs, and other general construction labor support as required. This allows Fletcher Park Inn to fulfill its part of our larger organization’s mission as “**a growing community of believers.**”

How:

- **This role serves** as the “head doer” of a team engaged in construction of new residential multi-unit Villas, ensuring that the community is ready to meet the demand of incoming residents who are eager to enjoy their retirement years as part of our independent-living Seventh-day Adventist Christian retirement community.
- **Responsible** for the construction of individual Villas, reporting to the General Contractor of Fletcher Academy Enterprise.
- **Works** with their hands as skilled labor, and various tools of the trade to build/create each unit as though they were preparing a home for their own family.
- **Utilizes** equipment, materials, tools, labor, knowledge, ingenuity, and creativity to efficiently and effectively perform tasks required to “do it right the first time,” completing work in a timely manner.
- **Cares** for the personal living spaces of others as work is performed, showing the level of courtesy, respect, and professionalism that defines the successful service organization and the Christ-centered values shared by the organization as it carries out its mission.
- **Demonstrates** effective stewardship of capital and material resources to produce high quality work output while being mindful of expenses.
- **Shows** genuine concern for the needs and desires of others.
- **Proactively seeks** new revenue sources and ways to minimize expenses without sacrificing the quality of work performed, with a guiding hunger and thirst for “*doing the right thing at the right time for the right reason.*”
- **Mentors** students by modeling positive work ethic, teamwork, and appreciation for manual labor, especially in trade skills, i.e. carpentry, framing, etc.
- **Engages** others by identifying opportunities for both existing and new volunteers to serve, connect with others, and be recognized and appreciated, thereby further energizing support of

the mission of Fletcher Academy.

- **Communicates** routinely with their leader(s) regarding issues affecting areas of responsibility, and shares ideas for improvements for further consideration.
- **Assists** with other projects and tasks as assigned.

What (Qualifications):

- Previous professional and/or other extensive experience in construction / renovation or trade(s), i.e. framing carpentry, plumbing, electrical, HVAC, roofing, painting, trim carpentry, cabinetmaking, tiling/carpeting/flooring, facilities maintenance, etc.
- Proven track record of positive work output and relationship with others.
- Effectively communicates both verbally and written (required to be fluent in English; bi-lingual is a plus, but not required).
- Lifting requirements < 75 lbs.
- May sit, stand, walk, or perform manual physical labor of varying intensity for extended periods.
- May require stooping, bending, standing, crouching, and a moderate level of physical dexterity with moderate-high level of physical exertion.
- The person should be a living example of the manifested benefits of living our values, i.e. practically demonstrate the health message of the Seventh-day Adventist Church in body, mind, and spirit.
- May work a flexible schedule but be comfortable working with project deadlines and other time / resource constraints.
- Must have a sincerely expressed desire to serve Christ, and a willingness to be part of a dynamic, diverse team serving in a drug/alcohol/tobacco-free campus workplace environment.

Who:

- Reports to the General Contractor of Fletcher Academy Enterprise. May supervise the work of others, including adult employed unskilled labor, student employees, contractors/subcontractors, and/or volunteers.

Expectations:

- The mission drives everything we do; students are central to that.
- We collaborate with team members to put the best of the organization first.
- We are supportive of others and open to their ideas.
- We focus on God and work towards unity.
- We take responsibility and initiative in a timely fashion.
- We thank volunteers and donors at every opportunity.
- We bring our best effort, no excuses.
- We operate with grace, flexibility, respect, professionalism, excitement, and energy.
- We identify and fill unmet needs.
- We communicate, regularly talking in person or calling team members, including Leaders.