



The Mission to Seafarers

Appointment Brief

Durban Port Chaplain

January 2023

About The Mission to Seafarers

Founded in 1856, the purpose of The Mission to Seafarers (MtS) is to share God's love and grace with seafarers by caring for them in the many difficult and challenging circumstances they encounter. Our ministry is wide ranging with an emphasis on compassionate, practical action and an absolute commitment to working with those of all faiths and nationalities, always with the deepest sensitivity and respect. We currently have a presence in over 200 ports in 50 countries.

Our core values are based on Christian principles. They explain how we work and embody our ambition and commitment to focus on the way we care for seafarers and their families and those who work for our organisation. They also stress the importance of the widest possible partnership and collaboration to the benefit of seafarers and their families.

- **Pioneering:** Being open to God's leading, we encourage innovative thinking and seek to be flexible and entrepreneurial in our ways of working.
- **Inclusive:** We are unconditionally committed to the support of all seafarers and their families without discrimination.
- **United:** We are one global, intergenerational, multicultural family united in vision and purpose, while respecting diversity of culture and context.
- **Collaborative:** We are co-operative in our approach to our work – in relation to individuals, the church, ecumenical partners, and organisations and institutions that work for the welfare of seafarers.
- **Accountable:** We are accountable to God as stewards of the resources entrusted to us, to each other in recognition of our mutual inter-dependence and to those charged with governance at station, regional and international level.
- **Caring:** In all our dealings we strive to behave with compassion, to act with integrity and to treat everyone with respect.

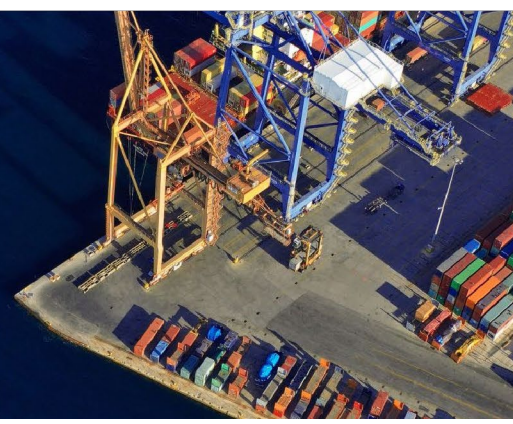
The Mission to Seafarers provides emergency assistance, practical support and a friendly welcome in ports all over the world. Operating under the trusted sign of the "Flying Angel", the Mission touches the lives of seafarers in numerous ways, responding to their needs and connecting them with the local community, including;

- Ship visiting
- Centre hospitality, communication, and transport
- Hospital and prison visiting
- Advocacy, advice and counselling
- Spiritual support

The Mission to Seafarers works in close partnership with the Anglican Communion throughout the world.

Our Values

- Pioneering
- United
- Inclusive
- Collaborative
- Accountable
- Caring



The Ministry of The Mission to Seafarers

Piracy, shipwreck, abandonment, and separation from loved ones are just a few of the problems merchant seafarers face. Around the world, The Mission to Seafarers provides help and support to the 1.6 million men and women who face danger every day, in order to keep our global economy afloat.

We work in over 200 ports around the world, caring for seafarers of all ranks, nationalities and beliefs. Through our global network of chaplains, staff and volunteers, we offer practical, emotional and spiritual support to seafarers through ship visits, drop in centres and a range of welfare and emergency support services. In over 100 ports our Flying Angel centres provide a place of respite for seafarers who may have been at sea for over 12 months due to the challenges of the pandemic and the current difficulties with crew changes. At our centre seafarers can enjoy time away from their ship and use internet and phone facilities to get in touch with loved ones after months away.

In an emergency, the MtS is often the only help on offer. No matter what problem a seafarer is facing, be it injury, abandonment, non-payment of wages or personal difficulties, they know they can turn to the local Mission for help, advice and support. Our chaplains and volunteers offer practical and financial support, advocacy services, family liaison or simply a space to talk in a time of crisis. The chaplains and ship visitors of the Mission to Seafarers are representatives of Christ, sharing in Christian ministry. We go into the world and into ports to serve, love and care for the seafarers who visit our ports.



Port Profile – Durban, South Africa

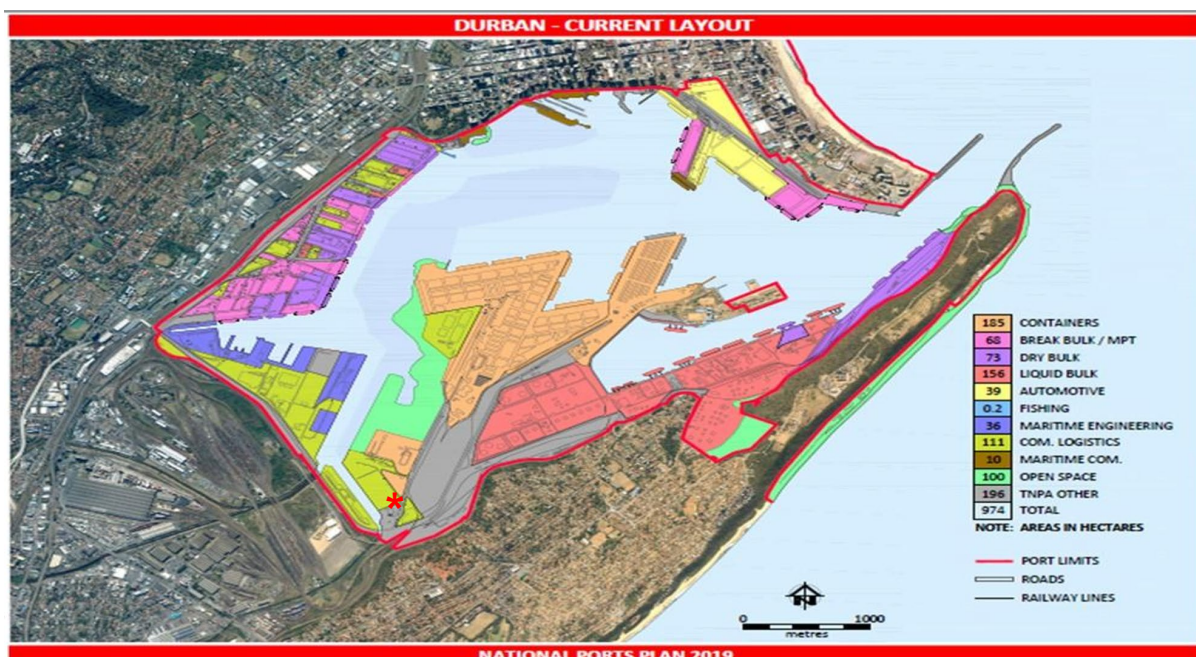
Port Overview

The Durban bay is one of the few natural harbours on the east coast of Southern Africa, and is said to have been first sighted by Vasco de Gama on Christmas Day 1497. Today, Durban is the busiest port in Southern Africa and is the 4th largest container port in the Southern Hemisphere. The Port is a key gateway for trade in Southern Africa and is conveniently situated on global trade routes from the East, Europe and the Americas.

The Port is operated by the Transnet National Ports Authority (TNPA) and is a mixed cargo port, comprising containers, bulk and liquid products and vehicles. MSC operate a newly constructed passenger terminal on the city side of the Port, with cruises departing from November to April each year. The Port is used by fishing trawlers and a Naval base is located at Salisbury Island.

More than 2,600 vessels call on the Port each year. TNPA have plans for development of the Port, including the positioning of the Port as a container hub with logistics links to intermodal terminals to be located inland of the Port.

In May 2019 the Durban Port Welfare Committee (DPWC) was inaugurated under the auspices of the International Port Welfare Partnership Programme. The DPWC is a collaborative platform to work together for the wellbeing of seafarers, and includes representatives from TNPA, government, the maritime industry, unions and welfare service providers. The DPWC has enhanced the work amongst seafarers in the Port of Durban, particularly during the Covid-19 pandemic.



* - Ecumenical Durban Seafarers Mission (Seafarers Centre)

The Mission to Seafarers – Durban Station

The Mission to Seafarers has had a ministry presence in Durban since the 1890's. Today, the ministry in Durban is conducted under the ecumenical banner of the Durban Seafarers Mission (DSM). DSM represents a partnership between the Durban Port Chaplains and the mission societies that operate in the Port of Durban, being Apostleship of the Sea (Stella Maris), Biblia, Christian Seaman's Organisation, German Seaman's Mission, Sailors Society and Mission to Seafarers.

Governance Structure

The Mission to Seafarers – Durban Station is a separately registered charity that works in fellowship with the Mission to Seafarers Africa Region and the Mission's London based International Headquarters. The Durban Station operates under the oversight of a local management committee, always within the vision, values, policies and objectives of the Africa Region and International Headquarters. The committee meets every second month to plan for the ministry in Durban, support the Chaplain, receive reports and exercise governance oversight. A critical success factor is that the Chaplain has a sound working relationship with the committee.

Seafarer ministry

Ship visiting is the fundamental backbone of the ministry to seafarers in the Port of Durban and is conducted on a team basis with the port chaplains of the other mission societies present in the Port of Durban. The chaplains offer a ministry of friendship and minister to all seafarers irrespective of gender, nationality or creed. Often this friendship extends to practical support, such as placing free mi-fi (wi-fi) units on board and assisting seafarers with placing orders for the delivery of goods to the gangplank.

The chaplains minister to the spiritual needs of seafarers and are often requested to minister to seafarers who are dealing with a crisis back home, a personal issue or some other challenge. At times, more formal sacramental duties are required, for example, if there has been a death on board.

The team are responsive to seafarers in need and assist with justice and welfare cases. At times, these cases can be complex with ships having been arrested for transgressions in other jurisdictions. There have also been longstanding cases of unpaid wages and abandonment and the chaplains have been active in meeting seafarers core needs – including provision of food – and engaging with maritime attorneys, the international seafarers trust. These matters require a sensitive, collaborative approach. A chaplain is not expected to resolve matters by themselves.

The Mission to Seafarers hope to grow its ship visiting presence in Durban, both through direct ship visiting by the Port Chaplain as well as by involving volunteers and development of others who become involved in ship visiting (e.g. the DSM intern programme).

This team ministry in Durban is co-ordinated by the Durban Port Chaplains committee, who meet twice a month for planning, fellowship, mutual support.

Seafarers Centre

The ecumenical Durban Seafarers Mission seafarers centre is conveniently located near the container terminal. The vision of DSM is:

“To offer world-class care to all Seafarers visiting the Port of Durban while offering a safe, social and homely environment with a uniquely South African welcome. The Seafarers’ Centre will provide a focal point for welfare services within the Port.”

DSM offers a Christian ministry to all seafarers visiting the Port of Durban, in a friendly environment where seafarers can relax, communicate with their families back home and receive support. Facilities include a chapel, free Wi-Fi, shop and a games room. Free transport is available from the ship to the Centre.

Following the severe restrictions on shore leave during the Covid-19 pandemic, seafarers are slowly starting to return to the seafarers’ centre. In this context, the delivery of goods to the gangplank has been an essential outreach of care to seafarers. The Durban Port Chaplains work actively with DSM in ensuring that seafarers receive the essential items that they require.

DSM has recently renewed its lease with the Transnet National Ports Authority for a further period of 10 years. This has now unlocked the strategic development of the centre, and it is hoped to develop the centre as a welfare hub that will meet a wider range of seafarer needs in the future. A critical objective will be to ensure that DSM offers facilities and services that are “fit for purpose”, both now and over the next decade.

DSM is a separately registered charity and is governed by a management committee comprising appointees of the ecumenical mission societies and representatives from the maritime community. The Mission to Seafarers contributes significantly to the life of DSM, through active participation on the management committee, financial contribution and practical partnership. It is hoped that the involvement of Mission to Seafarers will grow even further with the development of DSM as a welfare hub.

Relationship with the Anglican Church

The Mission to Seafarers enjoys a strong relationship with the Anglican Diocese of Natal. The Diocesan Bishop is the President of the Durban Station and the Diocese appoints three representatives onto the management committee. Sea Sunday is celebrated within the Diocese and the Chaplain is frequently invited to preach at local churches, while also being invited to Diocesan events. Churches and groups, such as the Anglican Women’s Fellowship, offers practical support through contribution of gifts to the annual Christmas gift distribution initiative.

Further information:

Further information about the Port of Durban can be found here:

<https://missiontoseafarers.org.za/index.php?page=durban>
www.durbanseafarersmission.org.za



Job Description

Durban Port Chaplain

Applicants must have the right to work in the Republic of South Africa.

Responsible to:	Liaison Bishop, Africa Region
Line Manager:	Regional Director, Africa Region
Responsible for:	Ship visitor(s) and volunteers
Other Key Working Relationships:	Ecumenical Durban Port Chaplains, staff at Durban Seafarers Mission Centre, Africa Region Port Chaplains, local Diocese of Natal parishes.
Job Purpose:	<ul style="list-style-type: none">• On behalf of the Mission to Seafarers to ensure an effective chaplaincy service in line with the Mission's core purpose, the provision of "physical, moral and spiritual" support to seafarers and their families, of all different backgrounds and nationalities.• To represent the Mission in and around the Durban port. It is expected that the Port Chaplain will work in close liaison with all relevant ecumenical partners, Durban Seafarers Mission, the Port Welfare Committee and local churches.• To work with the local Mission to Seafarers Managing Committee, together with the ecumenical Durban Seafarers Mission Committee, to develop the ministry in the Port of Durban for the well-being of seafarers.

Principal Duties and Responsibilities:

Pastoral Care

- Develop and implement a strategy and plan for an effective ship visiting program within the Durban Port.
- Visit the ships that call into the ports, or make provision for their visitation, on a regular and sustained basis, building friendship, offering support and responding to need as appropriate.
- Active involvement in the activities of Durban Seafarers Mission (“DSM”), including:
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 - Attending meetings of the ecumenical Durban Port Chaplain’s group;
 - Regular attendance at Durban Seafarers Mission, including attendance during evenings to offer friendship and support to seafarers;
 - Promoting Durban Seafarers Mission to seafarers and assisting with delivery of goods and gifts to the gangplank;
 - Support of the Durban Seafarers Mission development plans;
- Working in close co-operation with other seafarer societies and ecumenical chaplains in order to enhance the effectiveness of ministry to seafarers in the Port and at DSM. This includes but is not limited to conducting weekly services at the DSM Chapel, participating in the ecumenical Sea Sunday service, and remaining in good standing with the ecumenical Port Chaplains’ group. This may also require reaching out to those of other faiths involved in the welfare of seafarers as a significant number of seafarers follow other religions (eg. Islam).
- Provide a swift and effective response to any relevant emergency involving an individual seafarer or group of seafarers, where appropriate in close liaison with port authorities or other relevant bodies.
- Visit and provide support to seafarers who are in hospital or prison.
- Officiate at funerals of seafarers when appropriate and minister to bereaved seafarers.
- Assist in resolving issues of seafarers’ justice and welfare through in collaboration with the Regional Director, appropriate agencies (e.g. International Maritime Organisation (IMO), International Labour Organisation (ILO) and the local branches of the International Transport and Workers’ Federation (ITF)) and MTS International Headquarters.
- Support the provision of communications to seafarers as required.
- Liaise with other port chaplains, both locally and worldwide to ensure ministry continuity, particularly in cases of ongoing pastoral care, and justice and welfare cases.
- Wherever possible to provide access to places of worship where this is requested by seafarers.

Strategy

- Work Collaboratively with the Regional Director, Managing Committee and Durban Seafarers Mission on the development and implementation of the Mission to Seafarers Global Strategy 2022-2026.
- Provide regular feedback to the Regional Director and Managing Committee as regards progress with the strategy, with emphasis on milestones achieved and

corrective actions required for those areas that have not been achieved.

Church and Community

- Provide “spiritual” support to seafarers as appropriate, including the provision of prayer and public worship, on board ship and in seafarer centres.
- Participate in the life of the local Anglican church and Diocese.
- Work in close partnership with ecumenical maritime colleagues.
- Represent MtS as required in local chaplaincy matters as appropriate.
- Support the Durban Port Welfare Committee or other such bodies as appropriate.
- Develop strong links with community groups, business, and other organisations, and encourage their involvement in the life and work of the Mission.
- Support efforts to raise the profile of MTS within the Anglican Church, the maritime industry as well as the wider Durban business community.

Communication

- Consult and co-operate with the Regional Director in all matters of concern and importance to the Mission.
- Ensure e-mails are regularly monitored and respond as required.
- Maintain the necessary records of service delivery and produce a monthly report, in line with requested guidelines, to be sent to the Regional Director, International Headquarters, and the local Management Committee, regularly and on schedule, detailing all ministry activity and highlighting any developments within the port.
- In consultation with the Regional Director and the Development team at International Headquarters, to build and develop good relationships with local media in order to raise the profile of the Charity’s work locally.
- Build and sustain strong co-operative relationships with port authorities, maritime agencies and other bodies as appropriate.
- Build and develop good working relationships with other ecumenical maritime agencies working in the port, local ministers and representatives of other faiths.
- Support and work with other chaplains and members of the ministry team in the team’s on-going activity.

Fundraising

- Work with the local Mission to Seafarers committee to explore and pursue local fundraising opportunities with a particular focus on companies, churches and individuals.
- Promote the work of Durban Seafarers Mission when engaging with the local maritime industry, with a particular view to promoting the payment of ship levies to support the local work.
- Where appropriate, provide fundraising leads on potential donors to the Regional Director and support their fundraising work.

Leadership and Management

- Exercise positive leadership of influence within the local Station and the ecumenical team operating within the Port of Durban.
- Support the work of Durban Seafarers Mission as it seeks to recruit, manage and motivate a team of interns and volunteer ship visitors, with the objective of expanding ship visiting, hospitality at the Mission and deliveries to the gangplank. This project falls under the authority of the Durban Seafarers Mission Manager and the role of the Chaplain is to offer encouragement, support and mentorship both to the manager and the volunteers.
- Work with the local Station committee to provide an effective chaplaincy support for seafarers.
- Serve as line manager for assistant chaplains and ship visitors as may be appointed from time to time.
- Take responsibility for Health and Safety compliance of MtS Durban staff and volunteers, ensuring that adequate risk assessments are carried out and recorded for all relevant tasks.
- Ensure that staff and volunteers are adequately informed of and adhere to the Mission's Health and Safety policy and procedures.

Miscellaneous

- Attend MtS conferences, seminars and courses as instructed by the Regional Director.
- Attend events and retreats in the Diocese of Natal as instructed by the Diocesan Bishop.
- Ensure information is kept secure and used in accordance with MtS policy on confidentiality, and the South African Protection of Personal Information Act.
- Develop local projects in line with the Mission's policy and in consultation with the Regional Director.
- Undertake other duties as may be requested by the Regional Director.

Person Specification:

Knowledge and Skills:

- This post is open but not limited to ordained candidates. The Mission to Seafarers is an Anglican Mission. Ordained applicants should have served at least three years in Anglican orders.
- A committed ecumenist, able to work with all traditions of the church.
- An effective communicator with well-developed listening skills and the ability to demonstrate sound judgement and sensitivity.
- Excellent interpersonal skills and the ability to establish rapport and develop relationships quickly.
- Full, clean driving licence.
- Practical experience of fundraising and achieving results in this area.

Personal Qualities:

- Empathy and determination to work to propagate the purpose of The Mission to Seafarers.
 - A highly motivated self-starter, able to work under own initiative and unsupervised.
 - Collaborative and inclusive, prepared to work as part of an ecumenical team.
 - Culturally aware with the ability to relate easily to people from many different countries.
 - Flexible in approach with the ability to adapt quickly and function well in unfamiliar environments.
 - Resilience and an ability to remain calm and deliberate in emergency situations.
 - As a term of employment, the post holder can be required to undertake such duties as are commensurate with his or her position.
 - The job description may be amended to meet changing requirements at any time after discussion with the post holder.
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Terms of Appointment

Location

The role is located in the Port of Durban

Working Hours

The working hours for the role will be 40 hours per week worked on a flexible basis in order to best meet the needs of seafarers.

Remuneration

The salary for the MtS role will be discussed during the interview process.

Accommodation

The chaplain will be provided with suitable housing.

Annual Leave

The full-time annual leave allowance for the MtS role is 25 days plus public holidays.

Pension

The post holder will be enrolled into the Anglican Church of Southern Africa Pension Scheme (if eligible) or another pension scheme.

Medical

The Mission will contribute to a Medical Aid scheme.

Vehicle

The chaplain will be provided with a vehicle for work.

How to apply

To apply for this position, please complete the application form and return to Julie Lewars at jobs@missiontoseafarers.org.

If you have any questions or wish to discuss the role or the process further, please email Julie Lewars at jobs@missiontoseafarers.org to arrange a telephone discussion.

The closing date for applications is 12 noon on 13 February 2023. All applications will be acknowledged and treated in the strictest of confidence.

The Recruitment Process

Closing Date: 12 noon on 13 February 2023

Shortlisting: 20 February 2023

First Interviews: Last week of February 2023

Second Interviews: (TBC)

We look forward to receiving your application.