

Volunteer Chaplain – Position Profile

Organization: S.A.L.T.S. Sail and Life Training Society

Role type: Volunteer

Primary purpose: Provide year-round Christian spiritual care and support to SALTS seagoing crew-members.

Time Commitment & Availability

The person in this role will remain connected with seagoing crew-members over the course of the year through occasional presence at (or leadership of) Monday morning devotions, occasionally checking in with crew-members at the dock post-trip, and ideally sailing for 4-5 days on each of the two tall ships between late March and early June (and possibly again in the fall but optional). The goal would be to check in with all crew-members individually at least monthly over the calendar year.

Role Responsibilities

- Maintain scheduled touchpoints with crew (monthly cadence or as needed).
- Foster spiritual well-being, Christian discipleship, and pastoral support among crew through non-clinical care (listening, prayer, spiritual counsel) and refer to qualified professionals for clinical/therapeutic needs as needed.
- Be a trusted, confidential listening ear, encouraging individuals in faith, character, and resilience.
- While on board ship or occasionally before trips begin, provide spiritual leadership (e.g. prayer, Scripture/devotions) for crew-members (note—this role is not designed to give spiritual direction to program participants/trainees).
- Be available (as practicable) for urgent pastoral support after critical incidents; liaise with Leadership on action plans.
- Curate or suggest devotional/prayer materials suitable for SALTS culture and rhythms.

Collaboration & Alignment

- Work closely with Captains to ensure unity of spiritual care practices and consistent messaging.
- Participate in relevant staff/crew gatherings when invited

- Provide brief, non-confidential activity summaries to the Executive Director and Captains (e.g. themes observed, recommended supports), while maintaining confidentiality of personal details.

Qualifications

- Mature Christian faith with a life consistent with SALTS' **Statement of Faith and Ethics**; willing to affirm agreement and live by it.
- Training/experience in pastoral ministry or chaplaincy
- Demonstrated skill in active listening, prayer ministry, spiritual discernment, and care for teams.
- Trauma-informed, culturally humble approach; awareness of boundaries and safeguarding.
- Strong communication skills; ability to build trust across roles and generations.
- Able to live and serve at sea for 5 days at a time in spartan conditions.

Safeguarding, Ethics & Compliance

- Maintain appropriate pastoral boundaries; do not offer clinical therapy unless a registered clinical counsellor; use established referral pathways for specialized support.
- Confidentiality: Protect personal information; share only minimal, non-identifying themes with Leadership for organizational care.
- Criminal Record Check clearance prior to service and upon request; comply with relevant laws/regulations.

Reporting & Support

- Reports to: Executive Director and collaborates closely with Captains.
- Receives practical support (schedule coordination, berth allocation) from ship Captains.

Success Indicators (reviewed annually)

- Consistent presence and engagement.
- Positive feedback from crew about feeling heard, encouraged, and spiritually supported.
- Timely referrals and follow-ups for higher-needs situations; effective collaboration with Captains/Leadership.

Logistics & Expenses

- Berths & meals provided aboard during the two voyages.
- Local travel/parking expenses reimbursed in accordance with SALTS policy (if applicable).
- Modest budget for pastoral resources (books/devotional materials) may be provided subject to approval.

How to Apply

Please send a brief expression of interest outlining your faith journey, chaplaincy/pastoral experience (a resume), and availability for spring/fall voyages.

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