



# INTERNATIONAL CHRISTIAN MARITIME ASSOCIATION (ICMA)

## Training Portfolio

INTERNATIONAL CHRISTIAN MARITIME ORGANISATION Training Portfolio 04/2008

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## Introduction

This brochure provides the framework for Training in ICMA. With this brochure ICMA supports its member societies, the professional development of chaplains worldwide and the improvement of the individual ministries for the benefit of the maritime community.

Training helps the chaplains to adapt to the changing challenges in their job and to the general development in their specific field.

Training aims to bridge cultural, language and educational differences and uses different resources.

Training helps to prevent burnout, and develops social competence as well as professional behavior. Training enables chaplains to get hold of knowledge, skills and experi-



*Chaplains  
within ICMA  
stay up  
to date*

ences on their own, reflect those and share them.

Training facilitates the exchange with chaplains and people of other professional groups in the maritime world from different ports and organizations.

## General Information

The courses in this brochure have been developed by practitioners in the respective fields or in maritime ministry. They can be offered in various venues around the world. Therefore you can have a tailor made training module in your port or region. If you want a training subject, which is not in the brochure we can help as well as we provide a database with a wide variety of speak-

ers and experts. For more information on this please contact

The Rev. Martina Platte  
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## Seafarers Ministry Training (SMT)

### Objective

Being assigned to minister to seafarers is different from being a pastor ashore. Pastoral workers starting maritime ministry need to explore challenging new experiences.

This course primarily introduces newcomers to the maritime ministry and to the theological and practical aspects of ministering to the wider maritime community.

It is setup to help participants to deepen their commitment to the ministry and to develop their professional and spiritual perspective.

The participants' own style, religious and cultural background plays an important role in the learning process. SMT provides the unique chance to learn from each other in a multicultural and ecumenical environment.



Venue variable

Duration: Two weeks

Suitable for newly appointed chaplains in the ministry

### Course Content

Core subjects of the SMT are Pastoral Communication, Pastoral Theology, Advocacy, Ecumenism, Intercultural Communication and an introduction to the maritime world.

A variety of training methods is applied to serve the diversity of learning styles and academic backgrounds of the participants.

Group work and role play help participants understand academic foundations of subjects and let them practice and reflect on their own style in a protected environment. Emphasis is on learning that reflects real situations, allowing participants to learn valuable skills that can easily be applied to their workplace.

*“The chaplains to seafarers no doubt provide a unique service that few others understand in terms of complexity and challenges.”*  
W.R.Douglas,  
2004

### By the end of the course

Participants will be provided with a wide range of information and practical exercises, which they can use in their ministry for the direct benefit of the seafarers. They understand key elements of pastoral and intercultural communication. They can identify different models of maritime ministry and can apply

different theological paradigms to them.

They have improved their ability to assess the actual situation when they board a ship and can act accordingly.



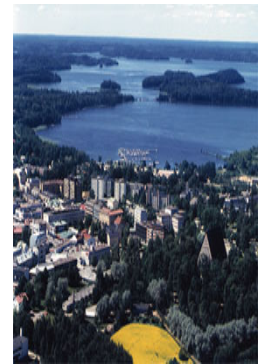
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## Sailing Chaplains Training

### Objective

The course gives a basic introduction to the field of sailing chaplains ministry. It enables participants to work as sailing chaplain on all kind of vessels.



Venue: Lohja,  
Finland

Suitable for experienced chaplains or chaplains who participated in an SMT

### Content

Course subjects are STCW-95 basic training, an introduction to health issues on board, a general overview to the ship and those living and working on it. Furthermore how to assist a person on board using limited resources and how to deal with disaster and crisis.

*“While I tried to maintain an objective and independent position, the work experiences and camaraderie onboard somehow influenced me to develop a feeling of affiliation with the crew.”*  
*Sailing Chaplain’s Diary*

### By the end of the course

Participants will be equipped to sail as ICMA Sailing Chaplains. They will understand the challenges of life at sea and living in a confined environment. They have an insight in disaster management and can contribute to crisis management on board.



For more information  
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## Intercultural Communication

### Objective

This course gives an introduction to Intercultural Communication. Participants will learn to recognize concepts in Intercultural Communication, identify and explain cultural differences (e.g. in ethnicity, gender, religion), apply theories of Intercultural Communication to their real life encounters, identify the perception process and illustrate the effects of cultural

differences on the perception process. Furthermore participants are introduced to listening skillfully across cultures and integrating information about non verbal communication.

### Content

This workshop looks at:  
 Defining communication and key concepts of culture.  
 Describing cultural patterns, attitudes, values and beliefs.  
 Defining and exploring stereotypes and prejudice.  
 Reviewing listening skills (e.g. non listening behavior, recognizing non-verbal communication).

Defining intercultural competency (e.g. empathy, culture shock, cultural adaptability).

### By the end of the course

Participants will appraise their individual perception processes and dissect and reflect on various components of their own perception, including stereotypes and prejudices. They will be able to compare and contrast their perception with someone from a different culture and analyze how these differences affect

their communication behavior. They will construct and demonstrate communication strategies evoking empathy for diverse peoples. They will differentiate between non verbal behaviors and describe their cultural interpretations of these behaviors



Venue : variable

Duration: min. One day

Suitable for all chaplains in the ministry

*“Never in our lifetime has there been a more desperate need for constructive and committed dialogue, among individuals, among communities, among cultures, among and between nations”  
 Ban Ki Moon, 2008*



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## Pastoral Communication

### Objective

Communication is at the heart of all pastoral care.

A considerable part of pastoral communication in maritime ministry takes place in occasional and short conversations. The workshop presents a model of brief pastoral counseling that uses skills and knowledge of pastoral psychology in order to promote problem solving.

Furthermore the workshop seeks to strengthen the personal

pastoral identity and spirituality of maritime ministers and to enable them to provide pastoral care in a way that integrates the spiritual dimension and resources of one's faith tradition with current theoretical understandings and practical skills.



Venue variable

Duration min. 2 1/2 days

Suitable for all chaplains in the ministry

### Content

The workshop teaches skills for active listening. It analyses conversation and relation settings and emphasizes the empowerment of the care seeker in a non invasive way.

The course includes discussion and theological reflection on the presented situations.

The workshop challenges participants to integrate learning theoretically, emotionally and practically. Participants are encouraged to ground their learning in their own personal ministry by bringing to class examples of their own pastoral work.

*“I don't have any solution but I certainly admire the problem”*

### By the end of the course

Participants will have gained an understanding of the use of brief pastoral care in everyday situations in their ministry.

They will be encouraged and equipped to use the special chance brief pastoral care offers in their own setting and ports.

They understand the value of

having a communication technique that offers problem solving strategies and resources in a limited timeframe.



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## Seafarers' Advocacy for Maritime Ministries

### Objective

Responding to seafarers' rights issues is a critical aspect in maritime ministries' pastoral care for seafarers. Maritime law provides extraordinary protection for merchant mariners. This workshop, using case studies, will introduce port chaplains, as well as maritime ministries' staff members, volunteers and board members to identifying legal issues, understanding

basic principles of seafarers' rights' law, and practical strategies for applying legal protections to real life issues. The workshop can be presented anywhere, subject to scheduling and funding constraints.



Venue variable

Duration: 1 or 2 days

Suitable for all chaplains in the ministry

### Content

Workshop participants will learn how to improve their interviewing skills, recognize legal issues, understand basic seafarers' rights principles, and to respond to seafarers' rights complaints. Legal topics can be tailored to specific educational needs of the workshop participants, including introduction to maritime law,

maritime advocacy resources, medical care, repatriation, abandonment, maritime security, wages, and contracts.

*"Seamen are, by the peculiarity of their lives, liable to sudden sickness. They are generally poor and friendless. Every court should watch with jealousy an encroachment upon the rights of seamen, because they are unprotected and need counsel."*  
Harden van Gorden  
(1823)

### By the end of the course

Participants will be able to identify legal issues on board and take appropriate steps to handle them.

the course of ministering to seafarers.

Participants will receive a workbook as a practical reference that will help in responding to legal problems encountered in



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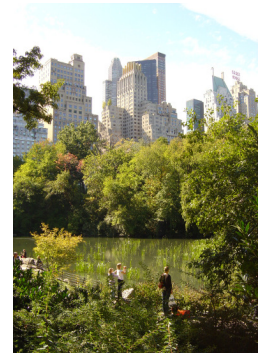
## Maritime Labour Convention

### Objective

The Maritime Labour Convention (MLC), 2006 is the most significant achievement in the history of maritime law. The MLC 2006 will fulfill its promise for seafarers only after it is ratified by nations and comes into force. Port Chaplains and maritime ministers are especially important advocates for encouraging nations to adopt and implement the MLC 2006.

This course gives an introduction to the MLC 2006 for Maritime Ministries.

The workshop is designed for port chaplains, as well as maritime ministries' staff members, volunteers and board members.



Venue variable

Duration: Half or one day

Suitable for all chaplains in the ministry

### Content

Participants will learn how the MLC 2006 was negotiated and adopted.

They are introduced to key features of the Convention, and strategies for encouraging nations to ratify and implement the MLC 2006.

They learn as well about ICMA's

role in forming the Convention.

*“For the first time in the long history of seafarers’ rights - rights that have evolved piecemeal over the centuries - the Convention codifies in one comprehensive instrument, customary seafarers’ legal protections as well as those more recently legislated.”*  
D. Stevenson (2006)

### By the end of the course

Participants will know about the content of the Convention and how to encourage governments to ratify it.

They will recognize the significance of ICMA as an NGO in negotiating conventions.

Workshop participants receive a

practical MLC 2006 workshop manual.



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## ICSW Ship Welfare Visitors Course

### Objective

This basic training course equips ship visitors with a full appreciation of protocol, personal safety and security issues relating to port facilities and ships.

The course provides standardized training for maritime welfare practitioners.

### Content

The course introduces terms used in the maritime world and gives an overview on various ship types. It focuses on conduct, preparation and undertaking of a ship visit. Safety and security issues are discussed.

The course touches as well on seafarers' issues a visitor can come across while onboard.

### By the end of the course

Participants will have gained knowledge of shipping organizations, marine industry custom and practice and current security issues. They will be aware of personal safety issues and are able to operate safely in port facilities and onboard ships.

Participants will be assessed at the end of the course by the means of a written test featuring a number of multiple choice questions across the range of the course.



Venue variable

Duration: Two days

Suitable for all chaplains

*“A ship is a strange place. It is a hazardous working environment. It has to be tough in order to ply the seas and withstand the ravages of a hostile environment virtually every day of its life.”*



For more information contact

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We are on the web!  
[www.icma.as](http://www.icma.as)

## INTERNATIONAL CHRISTIAN MARITIME ASSOCIATION Training Portfolio

The International Christian Maritime Association is a free association of Christian organizations engaged in welfare work for seafarers who include those working on merchant, fishing and passenger vessels

ICMA 's objectives are the promotion of the spiritual, social and material welfare and religious education of all seafarers, and the relief of need, hardship or distress among seafarers.

In a fragmented and divided society, it is ICMA 's mission to promote unity, peace and tolerance. ICMA was founded for promoting and co-ordinating Christian ecumenical cooperation in maritime ministry.

