MANAGING STAFF IN A NON-CENTRALIZED ORGANIZATION: THE SCI PHILADELPHIA EXPERIENCE VIEWED FROM A NEW PERSPECTIVE

PRESENTATION FOR NAMMA SEMINAR ON FEBRUARY 21, 2017, HOUSTON, TX

SEMINAR: ENGAGING VOLUNTEERS FOR SEAFARERS’ WELFARE: NEW TRENDS, BEST PRACTICES

SESSION 1: HOW TO FIND VOLUNTEERS FOR SEAFARERS’ WELFARE AND KEEP THEM ENGAGED
PHILADELPHIA PORT/SCI HISTORY

• 1701-- City of Philadelphia Incorporated; Port of Philadelphia Charter

• 1776-- Philadelphia Shipyard opened at Front Street

• 1843-- Churchmen’s Missionary Association is formed

• 1847-- Floating Church of the Redeemer is launched, serving the seafarer for 6 years

• 1857-- Church of the Redeemer opens at Catharine and Swanson Streets, Philadelphia
OUR UNIQUENESS

• 70 miles and 1 hour, 20 minutes apart
  • Or 50 miles, 1 hour apart
  • 2 States, 8 ports with different Owners, some government, some private, 33 terminals

• 1768 Ships Visited in 2016, over 30,000 seafarers

• We drive about 122,000 miles per year.

• 10 paid, 3-4 volunteers port chaplains/host transporters.
CHALLENGES

• VVC Billing and Collection
• Underutilized space
• Preserving Ministry
• Dual Masters
• Losing Mesfin
• Staff Change/Reductions
• Aging Vans
• Losing $’s — Net Income ($350M)
SOLUTIONS

• Treat VVCs like individual donors
• Accept vs. discourage transport tips
• Out with the old
  • The gala
  • The chapel
  • Increase volunteers
VOLUNTEER BENEFIT MULTIPLIER

• Builds connection to the area religious organizations and individual donor

• Which builds connections to other types of donors—corporations, organizations, and grants

• Volunteers can be more passionate about the mission and the organization

• Preserved Ministry

• Challenges: Tired paid staff, keep paid dispatchers/port chaplains; 15 to 1?; 48
"If you do not change direction, you may end up where you are heading."

Lao Tzu

If you don't like how things are, change it! You're not a tree.

Jim Rohn

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