Set Sail with Volunteers
Meet Nigel

9243 Volunteer Hours

- 200 ton Maters License
- Topman and Climbing Instructor
- Relief Mate
- Volunteers 2-4 Days a Week Year Round
Meet Victoria

College Physics Professor

Spends Summers on the ship

1934 Volunteer Hours

Instructor for Crew Training Classes

Watch Chief & Deck Chief
Meet Shaheem

Challenge Program
Maintenance Employee

First Scholarship Recipient for Crew Training Class

Outgoing and Friendly

Dedicated to His Work
Meet Kathy

Retired Elementary School Teacher

Leads Education Programming on Land and Sea

Specialty in Sail Repair

Landscaping Committee Chair

4662 Volunteer Hours
Kalmar Nyckel’s Volunteer Stats 2019

- 42,000 hours recorded in 2019
- Value of over $1,068,000
- Represents almost 21 full-time employees
- 221 volunteers contributed time
- 189 volunteers with 40+ hours
- 30 volunteers with 400+ hours
- 5 volunteers with 1000+ hours
Volunteers Are Awesome!
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Manning Requirements

United States of America
Department of Homeland Security
United States Coast Guard

Certificate of Inspection

Vessel Name: KALMAR NYCKEL

ALL CREWMEMBERS, INCLUDING THOSE IDENTIFIED AS “OTHER PERSONS IN CREW”, SHALL BE ENROLLED IN AN APPROVED DRUG TESTING PROGRAM AND COMPLETE THE REQUISITE TRAINING PROGRAM AS OUTLINED IN THE CREW TRAINING MANUAL DATED 25 JANUARY 2001, PRIOR TO ENGAGING IN ANY CREWMEMBER FUNCTIONS. ANY PERSONS FAILING TO MEET THESE REQUIREMENTS SHALL BE CONSIDERED AS PASSENGERS.

THE CARRIAGE OF PYRODEX SMOKELESS PROPELLANT, U.N. PROPER SHIPPING NAME AND NUMBER - SMOKELESS POWDERS FOR SMALL ARMS (100 LBS. OR LESS), NA3178 IS AUTHORIZED FOR VESSEL STOWAGE WHILE PASSENGERS ARE ON BOARD IN ACCORDANCE WITH 49 CFR 172.101.

IF THE VESSEL IS AWAY FROM THE DOCK, OR PASSENGERS ARE ONBOARD OR HAVE ACCESS TO THE VESSEL, FOR A PERIOD EXCEEDING TWELVE (12) HOURS IN A TWENTY-FOUR (24) HOUR PERIOD, AN ALTERNATE CREW SHALL BE PROVIDED.
Manning Requirements

- How does your vessel use volunteers?
- Are volunteers part of your vessel’s manning requirements?
- Do you drug test your volunteers?
- What drug testing consortium do you use?
Recruitment

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- Advertising: Facebook, News Paper, Radio, Posters, Circulars in local grocery store, TSA Billet Bank, E-mail Campaign, Website, Word of Mouth, Brochures in Ports
Recruitment
Recruitment

- Have you noticed a decline in volunteer interest in past 10 years?
- What are your vessel’s most effective recruitment methods?
- Who does your vessel’s recruitment?
Volunteer Training

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- Final exam which includes written portion and practical seamanship skills
Volunteer Training

Kalmar Nyckel Crew Training Manual

Table of Contents

CHAPTER 1  Kalmar Nyckel Past and Present
CHAPTER 2  The Rig
CHAPTER 3  Beginning Knots
CHAPTER 4  Line Handling Procedures
CHAPTER 5  Belaying Procedures
CHAPTER 6  Safety Equipment
CHAPTER 7  Emergencies and the Station Bill
CHAPTER 8  Setting and Doubling Courses
CHAPTER 9  Setting and Doubling Top’Ts
CHAPTER 10  Setting and Doubling Mizzen & Sprit
CHAPTER 11  Tacking and Wearing
CHAPTER 12  Climbing
CHAPTER 13  Watch Keeping
CHAPTER 14  Mooring Lines
CHAPTER 15  Maintenance
CHAPTER 16  Life on Board (coming soon)

Appendix:

- Code of Conduct
- Child Protection Policy

Getting to know the rope

Typically, what most call rope is referred to as line on a ship. When on the spool, it is called rope; once cut, rope acquires a purpose and few exceptions, is referred to as line. Rope is usually composed of a strand laid up (twist) the right. It can be referred to as a

hand lay or strand lay. Each strand is made of yarns, which are

composed of fibers. Each layer of the process is laid up in alternating
directions - fibers are twisted to the right to form yarns that are twisted

laid up together to the left, a left-hand lay or
cable lay line is formed.

The bitter end also called the working end of a line refers to the end of the line which is accessible and will be worked. It refers to the
Volunteer Training

-Do you have a formal training program for volunteers?
-On-the-job training? Or specific classes?
-How often do you train volunteers?
-How many volunteers do you train annually?
-What type of materials do you use?
-Who does the volunteer training?
Volunteer Retention

- Safe working environment/Code of conduct
Volunteer Retention

• Safe working environment/Code of conduct
• Time spent on retention is worth the effort: Communication
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• Community Recognition- *Governor's Award* Recipients, Media featuring volunteers
2017 Governor’s Outstanding Volunteer Award

Is hereby presented to

Kalmar Nyckel Volunteers

On behalf of the citizens of the State of Delaware, you are presented with this certificate with grateful appreciation and in recognition of the generous gifts of your time, skills, and energy as a volunteer.

John C. Carney, Governor

Bethany Hall-Long, Lieutenant Governor

[Image of two men holding certificates]
Volunteer Retention

- How does your vessel retain volunteers?
- What are the volunteers favorite swag?
- What community-building events are attractive to your volunteers?
- Who does this for your organization?
Volunteer Logistics

- *Kalmar Nyckel* uses a volunteer-created custom website
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- Misc. logistics handled by email: airport pick ups, crew changes
Volunteer Logistics

Day Sails & Tours

Education & Building

Voyages

Night Watch

Volunteer Hours

2020 Crew Update & Refresher - click here!

Crew Refresher updates must be made by April 1st! Make sure to complete the form so you can sign up for upcoming sails. Your 2020 crew update is complete. If you were a mate or full time mentor during winter crew training and don't need to attend.

Your background check is complete. Complete your background check - click here!
Volunteer Logistics

- Do your volunteers record volunteer hours? How?
- How do your volunteers sign up to sail?
- Do your volunteers staff land-based programming as well as ship-board programming?
- Who manages your volunteer logistics?
First Rate Maritime Organization

- *Kalmar Nyckel* partners with other organizations: Vasa Museum, Challenge Program, TSA, CAMM, Volunteer Delaware, Swedish Historical Society, Smithsonian, etc.
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- Send well trained volunteers and professionals into the industry
- Spacious maintenance spaces
- Excellent training facility
- Exciting projects that keep the organization growing and the volunteers engaged with the organization
TALL SHIP TIME MACHINE
“Let’s Set Sail for 1638?”
“Thank You, Everyone!”