

# Confessions of a Jr Sailing Volunteer Chair

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Presented by:

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# **PROBLEM:** How do I prioritize tasks?

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## **SOLUTION:** Your club needs a 5-year plan.

### **1. Identify 1-2 others to help you. Lay out your future goals.**

- This will help with everything from hiring, budget, purchasing assets, etc.
- Gives you a tangible turn-over item for when a new chair steps in

### **1. Real progress is made in the long term.**

- A successful chairperson will leave a program with a vision and direction that will continue on.

### **1. If you don't have one, develop a mission statement and stick to it.**

- If our club already has one, use as the basis for your 5 year plan

# **PROBLEM:** Overwhelmed by how much there is to DO as the volunteer Junior Sailing Chair.

## **SOLUTION:** Manage duration and carve up the job.

### **1. Declare how long the term / “torture sentence” will last.**

- 1yr too short for consistence/progress, 4yrs too long
- Consider an overlap year with the incoming chair

### **1. Define what Junior Sailing Chair is responsible for.**

### **1. Consider making it a co-Chair role or carving off big parts:**

- Race team
- Junior sailing special events
- “Parent of the Day” program & Newsletter
- Boat maintenance

#### **Parent of the 1/2 Day (6 Spots Needed)**

Thank you to all the parents that have volunteered. It is a big help. We are still looking for parents for next week (week of August 3rd). You can sign up here: <http://vois.pl/y/ri/naM>

#### **(NEW) Friday July 31st**

AM (8:45-12:45PM) – [Sign-up Here](#)

#### **Monday August 3rd**

AM (8:45-12:45PM) – Megan R

PM (12:15-4:15PM) – [Sign-up Here](#)

#### **Tuesday, August 4th**

AM (8:45-12:45PM) – [Sign-up Here](#)

PM (12:15-4:15PM) – [Sign-up Here](#)

#### **Wednesday, August 5th**

AM (8:45-12:45PM) – [Sign-up Here](#)

PM (12:15-4:15PM) – Mandy B

#### **Thursday, August 6th**

AM (8:45-12:45PM) – [Sign-up Here](#)

PM (12:15-4:15PM) – Liza

Important: after checking in and getting your red POD backpack, please stick around so the instructors can introduce you to the kids and so you can listen to the daily briefing so that you know what the kids are doing for the day.



# **PROBLEM:** I'm *STILL* Overwhelmed!

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## **SOLUTION:** Delegate! Trust your staff, trust your volunteers.

- 1. If you don't have staff - consider hiring or at least adding to your 5-year plan.**
  - Staff can offer long-term continuity
  - Can be full-time or seasonal
  
- 1. Delegate your work when possible. Get others to take ownership.**
  - Use your committee
  - Have effective people on your committee
  
- 1. Do fewer things well: pare your program down to operate efficiently.**
  - Smaller programs often look to the larger programs for ideas / models, but there may be key elements that are not apparent. e.g.:
    - Size of staff and volunteer support
    - Program subsidies

# **PROBLEM: How to make it happen**

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## **SOLUTION: Plan, execute, and support**

### **1. Form a committee of both experience and new parents to sailing**

#### **1. Prioritize and set goals.**

- a. Look at assets that need to be purchased short and long term
- b. Set up a Capital Expenditure Plan

#### **1. Committee chair**

- a. First year – raise money for asset purchases
- b. Second year – execute on plan
- c. Third year – work in successor chair to lead

### **1. Get BOD and Member support for program**

# **PROBLEM:** Unreasonable parent expectations; complaints about what Jr Sailing Program is NOT doing.

## **SOLUTION:** Increase awareness about what the program IS doing.

### **1. Create a weekly Junior Sailing Newsletter.**

- Include a photo and highlight from each class
- Get the instructors to contribute content/photos
- Send it to **All Members** and post on club bulletin-board
- Consider website / social media



### **1. Get the board & flags on your side.**

- Your board, flags, and “key” members need to be program cheerleaders
- Make sure they have your back and know how fantastic the instructors are
- Make sure they read the program Jr Newsletter!



# **PROBLEM:** Lack of respect for sailing instructors and the sailing program in general.

**SOLUTION:** Increase awareness of how qualified and great your instructors are, and get parents involved.

## **1. Create bios with photos: post on website, bulletin-board, newsletter.**

- Include certifications (Level I, CPR, First-Aid)
- Sailing resume highlights: experience, college, jobs

## **2. Get parents involved and interacting with instructors.**

- Host a “Bring Your Parents Sailing” evening/BBQ
- Run a STEM/Reach activity

## **3. Parent of Day program – Required of all parents if possible.**

- Parents see the program in full swing
- Helpful (bandaids, misbehaving kid, wind-sickness, forgotten stuff)

### **Take Your Parents Sailing Night!**

Wed August 5th we had our largest ever turn out for Parents/Kid Sailing night: 50+ people! The instructors ran two fun STEM activities. 1) Making an Anemometer using paper cups and straws to measure the wind. Ten turns in one minute is equal to 1 mph of wind speed. 2) Buoyancy Testing - the kids made boats out of tin foil, and tested to see how many marbles it could hold. Anna Steffen won the night with 256 marbles. Lots of parents and kids went sailing. Seasquirts were spotted giving their parents rides in Optis and race team kids were seen taking their parents out for 420 adventures! Thank you to the sailing instructors for hosting such a great event!



# **PROBLEM: Who is coaching**

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**SOLUTION: Directors direct, coaches coach, parents provide support.**

**1. Program Director/Head Coach**

**2. Near full time coaches**

**3. Summer coaches**

- returning alumni from college
- junior sailors who are now 16+

**1. Interaction with parents and coaches**



# **PROBLEM:** How much should I be involved? Do I still get a life?

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## **SOLUTION:** Know your management style and be consistent.

- 1. Assess how much you can REALISTICALLY be involved on a daily / weekly basis given your other commitments.**
  - Assess seasonal needs - 1x/month in winter, but maybe weekly in-season
- 2. Be a leader for your other volunteers / staff.**
- 3. Be consistent.**
  - Consistent with expectations, e.g. their time
  - Consistent with your own involvement, e.g. can't be both hands off and hands on

**PROBLEM:** Avoid confusion and mixed messages about the program.

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**SOLUTION:** Develop clear rules and expectations for the program. **PUBLISH** them and **STICK TO THEM.**

- 1. Develop a Parent and Sailor Handbook.**
  - Don't make exceptions to your rules
  - You can re-visit in the off-season as necessary
- 2. Make sure staff and other volunteers know the contents of the handbook.**
  - Review during staff training week
  - Instructors then review with sailors
- 3. Develop once, use over and over. There are examples available; don't reinvent the wheel.**
  - Rules often are born out of initial infractions - get ahead of the curve
- 4. Parents / Sailors should sign that they have reviewed document.**

# Your Opinion Matters

Please open the **Sailing Leadership Forum app** and complete the **session survey** found in the **menu bar**.

*Thank you for attending this session*