



Australian Sailing Club Conference

NSW/ACT Club Conference

7th May 2022



Welcome & Introductions

- Introductions
- Australian Sailing Staff
- NSW Advisory Committee
- Australia Sailing Directors



Agenda



1030 – 1100 (30)	Arrival (coffee)	Meet & greet other club officials, staff & board
1100 – 1105 (5)	Welcome	NSW Regional Advisory Committee member
1105 – 1145 (40)	Australian Sailing Strategy	Daniel Belcher, AS President
1145 – 1225 (40)	National Update	Ben Houston, AS CEO / Ben Callard, National General Manager
1225 – 1230 (5)	NSW/ACT Update	Emma Humphries, General Manager NSW&ACT
1230 – 1330 (60)	Lunch break	
1330 – 1400 (30)	Growing Club Participation	Sarah Ogilvie
1400 – 1440 (40)	Child Safety – New NSW legislation	Matt Sibley, Child Safe Officer (Sport) Office of the Children's Guardian
1440 – 1510 (30)	Insurance	Network Steadfast
1510 - 1525 (15)	Coffee break	
1525 - 1605 (40)	Safety	Glen Stanaway, AS Head of Governance, Rules and Safety
1605 - 1625 (20)	NSW Maritime Incident Reporting	Vanessa Dudley, Senior Maritime Education & Partnerships Officer, Maritime TNSW
1625 - 1645 (15)	Q and A Panel Discussion	Daniel, Ben H, Emma, Ben C
1645 – 1700 (15)	Award Presentation – Sailing Hall of Fame	
1700 – 1800 (60)	Drinks/networking	



NSW Regional Advisory Committee

Hugh Tait – RAC Member





Australian Sailing Strategic Plan

Daniel Belcher – Australian Sailing President





Australian Sailing



Who we are

Australian Sailing is the governing body for the sport of sailing in Australia. Our Purpose is to grow sailing by leading, inspiring and supporting sailors and their communities.

We are a member-based organisation that represents the interests and provides services & support to over 350 clubs across Australia; as well as more than 150 accredited Discover Sailing Centres (clubs which also offer accredited training programs).

Our Role



Promote sailing to the broader community



Governance - best practice structures to underpin the sport



Participation programs to drive club membership



Safety and risk management; Personal accident insurance cover



Strong online platforms to support club volunteers



Advocacy - to Federal & State Government agencies and peak sporting bodies



Training & accreditation for volunteer officials; instructors and coaches



Oversight of Racing Rules & Special Regulations

Australian Sailing

Funding: Sources & Uses



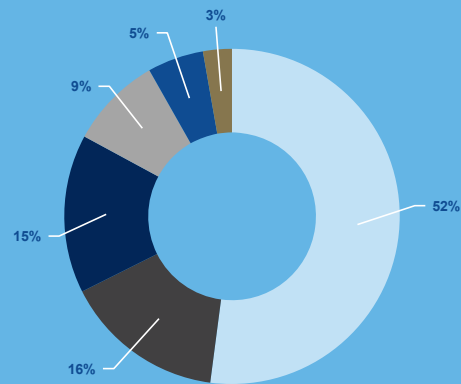
We are funded by a combination of affiliation fees, government grants, course fees, commercial partners and sponsors.



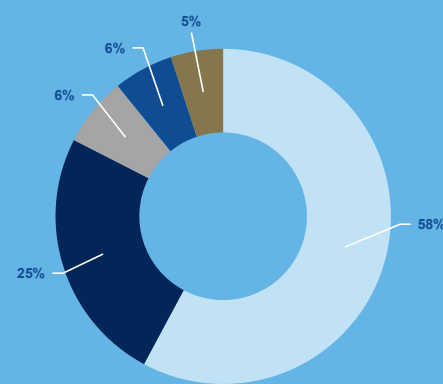
No Club affiliation fees are used to fund High Performance programs.
100% of HP funding is derived from government grants, sponsors and patrons.

FUNDING SOURCES AND USES (2019-20 FY)

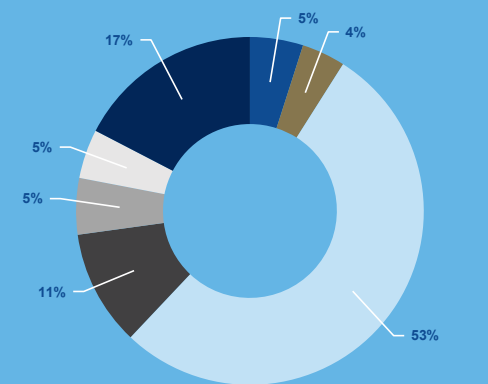
TOTAL REVENUE
High Performance and Club Services



EXPENSES - Club Services
(by Cost Centre)



EXPENSES - Club Services
(by Function)



- High Performance
- Government Grants
- Training Revenue
- Membership Revenue
- Operating Revenue
- Sponsorship, Donations, other

- Employee Expenses
- Other General Expenses
- Office Expenses
- Operating Expenses
- Travel Expenses

- Safety
- Club support & advocacy
- Communications & Events
- Finance & Other
- Online services
- Participation & programs
- Insurance



Our sport

350+

Affiliated Clubs

100,000+

Club members

250,000+

Participants

70+

Affiliated Class Associations

150+

Discover Sailing Centres

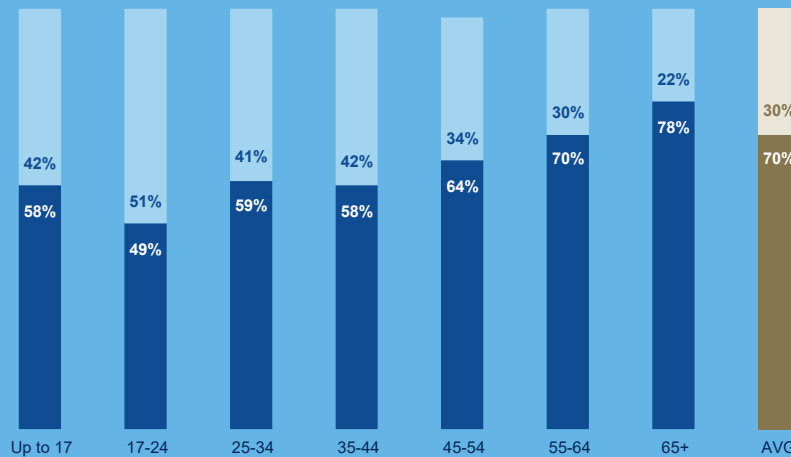
20,000+

Course Participants

Our Challenge

GENDER PROFILE:

MALE FEMALE



BY 2032, TOGETHER WITH CLUBS
WE ARE AIMING FOR:

350,000
participants

50% Females
(Currently 30%)

150,000
club members

25,000
course participants per annum

How we get there



Whole of
sport strategy

Our Purpose

To lead, inspire and empower
Sailing - more people on the
water, in more ways, more often!

Whole of
sport strategy

Our People

The future strength of Sailing in Australia lies in our people - the staff and volunteers operating at all levels of Sailing and in all environments.

We will proactively attract, train, support and retain people who love Sailing. With the express goal of converting participants into life long club members!

Three Strategic Pillars



SUPPORT

An enhanced Sailing delivery system providing positive and rewarding Sailing experiences.



GROW

More people on the water, in more ways, more often.



WIN

#1 Olympic Sailing nation in the world, uniting and inspiring Australia.

Six Strategic Foundations



FUTURE FOCUS

Our cultural, governance & integrity, operating and financial frameworks are best practice and perfectly placed to support our organisation and Sailing into the future.



ENVIRONMENTAL SUSTAINABILITY

With the ocean, lakes and rivers as our playground, Sailing and the environment are intrinsically connected. We play an active role in ensuring all Australians have clean and safe waterways on which to sail.



DIVERSITY & INCLUSION

Sailing is a great way to show how diverse and inclusive we can be as a nation. We want to see Sailing reflecting our communities. Inclusive sport = inclusive communities; and Sailing is part of this.



INNOVATION

We are open to new ideas and will continually challenge our assumptions to improve the way we operate.



SAFETY

We promote a Sailing safety culture.



PARTNERSHIPS

We positively partner with all elements of the Australian Sailing community for the benefit of Sailing.



Support





Support

An enhanced sailing delivery system delivering positive and rewarding Sailing experiences.



OUR GOAL

All clubs and Discover Sailing Centres access Australian Sailing programs and support to help them deliver sailing to their communities and achieve their goals.

WHAT WE DO



Help clubs connect with new members through SailPass



Contribute to the development of the Racing Rules and Special Regulations



Ratings & handicapping systems, yardsticks and certification



Provide Personal Accident insurance coverage for Club members



Host Club Conferences and Instructor Conferences



Provide the Sailing Resources website with tools, templates and information



Support

An enhanced sailing delivery system delivering positive and rewarding Sailing experiences.



OUR GOAL

All clubs and Discover Sailing Centres access Australian Sailing programs and support to help them deliver sailing to their communities and achieve their goals.

WHAT WE DO



Support volunteer committees and provide access to leadership programs



Advocate for maintaining access to waterways and minimisation of red tape



Source Government funding and grants to support sailing



Represent Australia at World Sailing



Maintain self-regulation of safety



Provide access to tax deductible fundraising through the Australian Sports Foundation



Grow





Grow

More people on the water, in more ways, more often.



OUR GOAL

Is for sailing to be more visible, accessible, relevant and rewarding for all.

WHAT WE DO



Keep sailors in the sport with the Sailing Participant Pathway



Promote female participation through SheSails



Support over 150 Discover Sailing Centres with Learn To Sail programs



Train and accredit over 2,200 instructors and coaches and 2,000 officials each year



Support programs for school aged children (Tackers, OutThere Sailing & Sporting Schools)



Powerboat training courses and licencing



Grow

More people on the water, in more ways, more often.



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WHAT WE DO



Conduct state and national Australian Sailing awards



Partner with clubs to deliver major events



Deliver the Australian Sailing Hall of Fame in partnership with the Australian Maritime Museum



Promote Sailing through initiatives including Discover Sailing Day and Welcome to Our Playground



Promote the achievements of sailors in the media



Help clubs and classes bring major events to Australia



Win





Win

No.1 Olympic sailing country in the world, uniting and inspiring our community and nation



OUR GOALS

- Consistently winning multiple medals (prioritising gold) at Olympics and World Championships.
- Embedded High Performance processes, producing and retaining a pipeline of athlete and coach talent at a scale to deliver on our performance objectives.
- Our athletes and team have a positive influence on retaining and growing our sailing community.

WHAT WE DO



Have a comprehensive High Performance strategy for long term success, on the world stage



Deliver the Barranjoey Pin, which celebrates the legacy of Olympic and Paralympic sailing



Work closely with the Australian Institute of Sport and the Australian Olympic Committee



Australia's fifth most successful Olympic sport with 13 gold, 8 silver and 8 bronze medals; as well as 4 gold, 2 silver and 1 bronze Paralympic medals



Work with State Sport Institutes and Academies to develop athletes

What will
we do



Our Strategic Projects

To bring **SAILING 2032** to life, work needs to be done on each project, which align with a specific strategic priority area and are measured by our Success Indicators. In doing so, the successful delivery of these projects will help us achieve our purpose –

“To grow sailing by leading, inspiring, and supporting sailors and their communities.”



SUPPORT

- » **Club Support Program** – will be designed to assist Clubs to identify how they are operating in key areas and provide them with support resources to enhance their capability and capacity to grow the sport locally.
- » **Club Surveys** – Annual club surveys will be disseminated across the network and key improvements implemented, as required.
- » **Digital Strategy** – We will provide digital platforms, systems and tools to help all elements of the Australian Sailing community to operate more effectively and efficiently.



GROW

- » **Participation and Membership Growth Strategy** – We will implement initiatives to increase the number of people engaging in Sailing at all levels, in all roles and in all environments.
- » **Sailing Participant Pathway Framework** – We will make it easy for participants of all forms of Sailing (competitive, recreational and Para Sailing) and those who support them, to know how and where they can engage with Sailing in positive, safe and meaningful ways, for a lifetime.
- » **Coach, Instructor and Official Development Strategy** – We will develop and implement national programs to more effectively attract, train, support and retain the coach, instructor and officiating workforce needed for Sailing to achieve its delivery and retention targets.



WIN

- » **Australian Sailing High Performance 11-Point Plan** – We will implement, monitor and review the Australian Sailing High Performance Strategy - #nextlevel.
- » We will implement world class campaign plans; and coaching and performance support teams for all AST/ASS Paris 2024 Olympic Games targeted athletes.
- » **Event Hosting Strategy** – We will secure important events in Australia in the lead up to the Brisbane 2032 Olympic Games.
- » **Paralympic Inclusion Strategy** – will be designed to advocate for the inclusion of Sailing in the Brisbane 2032 Paralympic Games.

Foundation Projects

- » **One Sailing Strategy** – We will continue to implement the One Sailing initiative, so that Australian Sailing’s governance and operating structures are considered best practice and enable Sailing to act with both speed and precision.
- » **Culture Crew** – An internal working group, made up of cross-functional employees will focus on activating the Values & Behaviours of Australian Sailing and ensuring there are mechanisms in place to reward and recognise success.
- » **National Safety and Integrity Framework** – We will implement a comprehensive response to emerging safety and integrity risks facing Sailing in Australia (i.e. on water safety at events, coaching or program activities, child safeguarding, anti-doping, illicit drugs, betting, corruption, member protection, whistleblowing, etc)
- » **People Plan** – We will ensure the Australian Sailing staffing structure and associated support systems are fit for purpose to drive the successful delivery of our Strategic Plan.
- » **Stakeholder Engagement Strategy** – We will connect with and collect insights from key elements of the Sailing community to better understand what they want and how and where Sailing can best support this.
- » **Diversity, Inclusion and Accessibility Strategy** – We will provide the Australian Sailing community with guidance, resources and support to continue building on our strengths in the areas of diversity and inclusion, while tackling the barriers that may hinder true inclusion.
- » **Funding Strategy** – We will review our sources and uses of funding and implement a strategy to sustainably fund our activities, with a balance of commercial revenue and government funding that leverages affiliation fee income.
- » **Environmental Action Plan** – Develop an environmental action plan for Australian Sailing, Clubs and the sailing community.

Australian Sailing Team

Patrons Program

The Australian Sailing Team Patrons are a group of individuals with a passion and commitment to sailing and Olympic competition, who financially support and interact with the Australian Sailing Team athletes.

The Australian Sailing Team Patrons provide essential additional funding and services for the competing athletes. The program was introduced with the inception of the Australian Sailing Team in March 2006 and includes the support of a small group of generous people from within the sailing community.

CURRENT AUSTRALIAN SAILING TEAM PATRONS:

- John Bacon
- David Gotze
- Andrew (Sandy) Oatley
- Marcus Blackmore AM
- Dr Leslie Green
- Robert Salteri
- John Calvert-Jones AM
- Simon McKeon AO
- Lang Walker AO

Australian Sailing is interested in developing its Patrons Program further. If you have interest in becoming a Patron please contact Michael Martin at Michael.martin@sailing.org.au.





Sailing 2032

The Strategic Plan for Australian Sailing 2022-2032

SAILING 2032 is the platform from which Australian Sailing and our key partners will make exciting changes to what we do, when we do it, how we do it, where we do it, and who we do it with.

Our Purpose

To grow sailing by leading, inspiring, and supporting sailors and their communities.

Our People

The future of Australian Sailing lies in our people. We will proactively attract, train, support and retain people who love Sailing and are committed to achieving our purpose.

Our Culture

Our values define our character and guide how we behave as we collectively do what is right for Sailing.

R **Respect**
We value each other's experience and knowledge

I **Integrity**
We act honestly and take responsibility

T **Teamwork**
We work as one crew to help each other perform

E **Excellence**
We exceed expectations and strive for the best

Our Strategic Focus Areas

Our drive to deliver on our strategic plan and achieve our purpose will be focused on three key strategic pillars and six strategic foundations.

OUR STRATEGIC PILLARS



SUPPORT
An enhanced Sailing delivery system delivering positive and rewarding Sailing experiences.



OUR GOALS
» All clubs and Discover Sailing Centres access Australian Sailing programs and support to help them deliver Sailing to their communities and achieve their goals



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More people on the water, in more ways, more often.



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OUR STRATEGIC FOUNDATIONS



FUTURE FOCUS
Our cultural, governance and integrity, operating and financial frameworks are best practice and perfectly placed to support our organisation and Sailing's delivery system into the future.



ENVIRONMENTAL SUSTAINABILITY
With the ocean, lakes and rivers as our playground, Sailing and the environment are intrinsically connected. We play an active role in ensuring all Australians have clean and safe waterways on which to sail.



DIVERSITY AND INCLUSION
Sailing is a great way to show how diverse and inclusive we can be as a nation. We want to see Sailing reflecting our communities. Inclusive sport = inclusive communities, and Sailing is part of this.



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PARTNERSHIPS
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Valued Supporters

PROGRAM PARTNERS



MAJOR PARTNERS



OFFICIAL PARTNERS AND SUPPLIERS



STATE GOVERNMENT PARTNERS





Australian Sailing Update

Ben Houston - CEO



Australian Sailing Update

1. Strategic Organisational Structure
2. Club Survey Results
3. Insurance Review
4. HP – Futures and Pathways
5. RRS 46 and SailPass
6. Significant Events – State & National Awards / Hall of Fame / Instructor Conferences
7. Membership and Participation Data
8. Local topics





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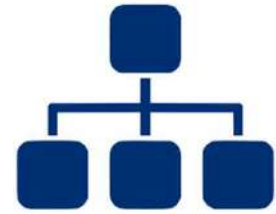


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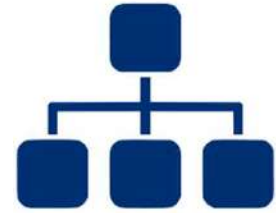
Strategy – Structure – People



- Centralised Senior Leadership Team, representing the strategic pillars and functions of the sport and organisation.
- Ensuring all strategic projects and priorities have an ‘owner’.



Strategy – **Structure** – People



- Creation of the ‘**Grow**’ team to focus on participation, club pathways program and education & training.
- ‘**Support**’ team is our largest team, located across the country, focused on supporting Clubs & Classes.
- Title changes:
 - General Managers, instead of Regional Managers.
 - Club Support Officers, instead of Club Services Officers.
- Vital for **collaboration** between our Support & Grow teams.

Contact Us



- Main point of contact for Clubs remains the same:
 - General Managers, and/or
 - Club Support Officers

sailing.org.au/about/ourstaff/



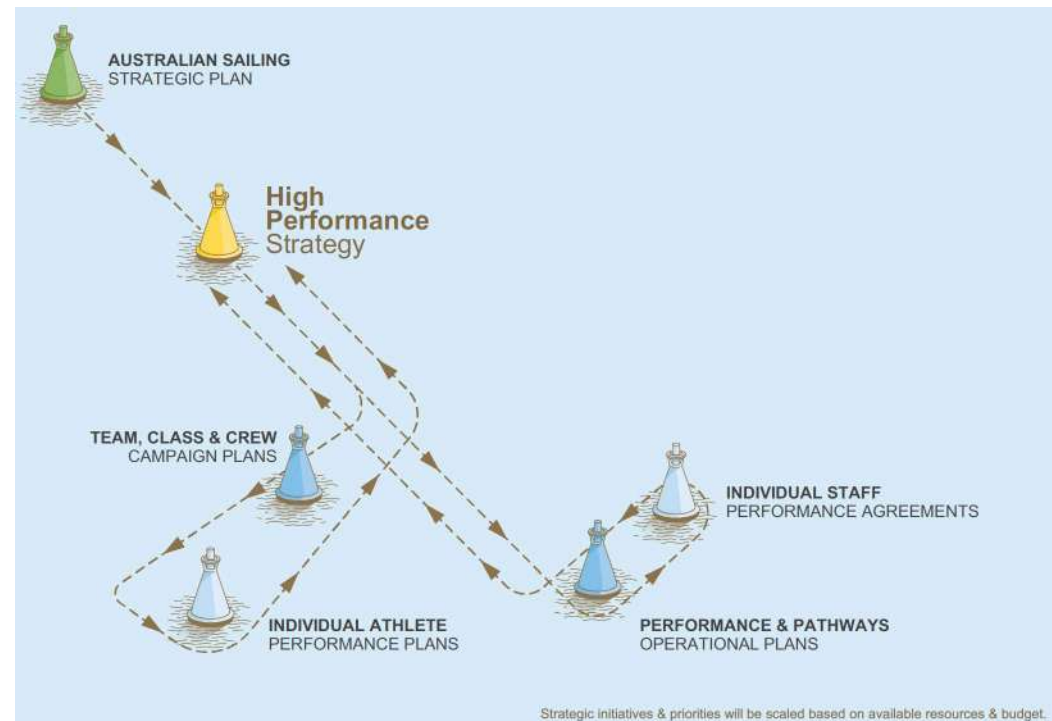
Win

Ben Houston

Australian
Sailing 

High-Performance Strategy and Planning Framework

Top down and bottom up approach to HP planning



Win Objective.

What we will do.

Success indicators.



WIN

#1 Olympic Sailing nation in the world, uniting and inspiring Australia.



OUR GOALS

- Consistently winning multiple medals
- Produce and retaining a pipeline of athlete and coach talent
- Have a positive influence on retaining and growing our Sailing community



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WIN

- » We are the leading Olympic and World Championship Sailing nation.
- » We see annual increases in the number of Australian sailors competing in global pinnacle events.
- » An integrated high performance system is in place, with the holistic development of athletes and a squad-based delivery model at its core.
- » We maintain a focus on priority medal classes with scaled gradual enhancements to new development classes over the medium to long-term.
- » We have world class team coaches and a world class coaching system.
- » We have world's best athlete well-being and engagement systems in place, including a post elite career pathway.
- » Sailing is included in the Brisbane 2032 Paralympic Games.
- » Effective partnerships are in place with the Australian Institute of Sport, State and Territory Institutes and Academies, Patrons and sponsors.

Defining Success

Mission:
No. 1 Olympic
sailing nation in the
world, uniting and
inspiring our
community and
nation



Performance

- ✓ Consistently winning multiple-medals (including gold) at Olympics & World Championships



Repeatability

- ✓ Systematic approach with embedded HP processes producing and retaining a pipeline of athlete, coach and HP staff talent at a scale required to deliver on our performance objectives



Inspiration

- ✓ Our athletes and team have a positive influence on retaining and growing our sailing community and inspiring the nation



Australian Sailing Performance Pathway

Step 1: State Development Program – Supports identified club athletes, targeting Olympic classes transitioning into state programs.

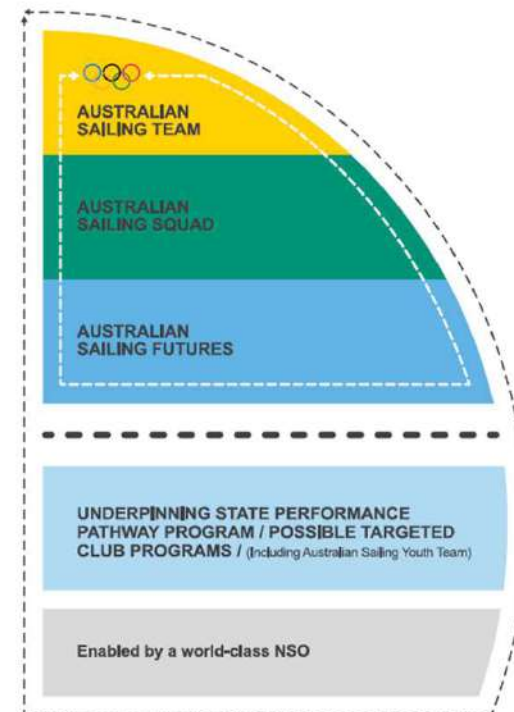
Step 2: State Performance Program – Supports identified state athletes to prepare for transition to Futures. Also supports ASS/AST athletes in their home environments.

Step 3: Australian Sailing Futures (ASF) – Domestic coaching based program that targets the top state athletes bridging between state level and the ASS/AST.

Step 4: Australian Sailing Squad (ASS) – National Team. Prepares athletes with identified performance potential for performance. International campaigning.

Step 5: Australian Sailing Team (AST) – Targets gold medals at pinnacle events

Pathway represents progression from competitive club sailing to the AST and Olympic Games



Current Activity

Some samples of the current work happening in high-performance

- Olympic campaign, planning and delivery initiated
- 2022 European competition season underway
- Increased levels of embedded performance support at AST ,ASS and state level
- Increased activity in the performance pathways
- Enhanced collaboration with club pathway area of AS
- Introduction of performance pathways athlete development framework
- Launch of #Nextlevel Coach Development Framework imminent



Support

Ben Callard – National General Manager – Club Support



Club Support Responsibilities:

- Clubs & Classes Support & Engagement
 - Affiliation & Governance
 - Planning & Risk Management
 - Facilities
 - Workforce: Instructors, Coaches, Officials & Volunteers
 - Membership Services: Programs, Recruitment & Retention
 - Events
 - Marketing & Promotion
 - Leadership
 - Fundraising & Grants
- Discover Sailing Centre's
- Workforce Training Courses
- revSPORT Liaison, Digital Services, Websites,
- Conferences
- Representation
- Participation and Membership Growth Strategy



Support

An enhanced sailing delivery system delivering positive and rewarding Sailing experiences.

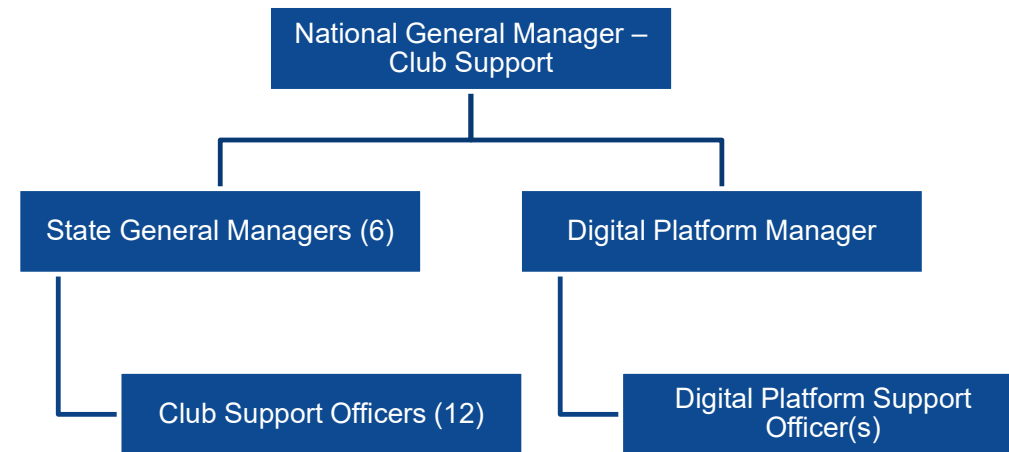
> Our Goals

- » All clubs and Discover Sailing Centres access Australian Sailing programs and support to help them deliver sailing to their communities and achieve their goals.

What will we do differently & better

- Develop and implement a **Club Support Program**
- Implement a relationship model
- Execute the **Stakeholder Engagement Strategy**
- Implement consistent reporting of the “**Club Voice**”
– Including **Club Surveys**
- Share success and challenges nationally
- Implement a **Class Association Engagement Strategy**

- Implement consistent PD opportunities for our Support staff (staff on the ground)



Delivery & Engagement



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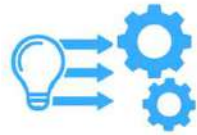
Grow

More people on the water, in more ways, more often.



Our Goals

- › Sailing is more visible, accessible, relevant and rewarding for all.



Implement

Assist Clubs & Centres to put the vision into effect



Define

Collate & Identify where Clubs & Centres' problems or success exist



Test | Pilot

Collaborate to deliver pilot programs and/or refine current programs with Clubs & Centres



Feedback

Ensure the Clubs & Centres' voice is heard



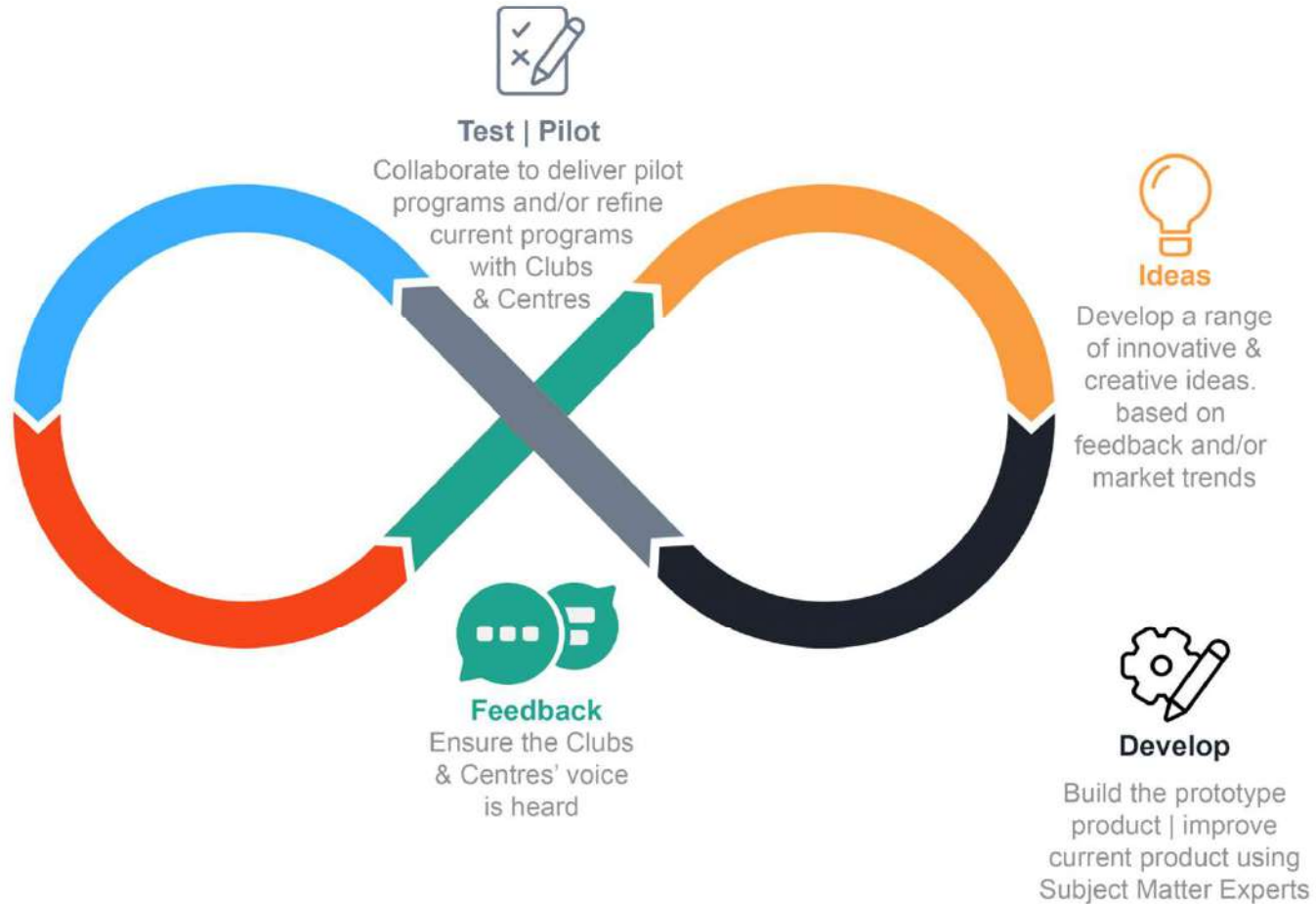
Ideas

Develop a range of innovative & creative ideas. based on feedback and/or market trends



Develop

Build the prototype product | improve current product using Subject Matter Experts



Club Survey Results

- 152 responses (43%)

Key Challenges facing clubs:

- On water participation
 - Recruiting & retaining volunteers
 - Funding for infrastructure & maintenance
 - Attracting new members
- 58% agree with the strategic plan (38% haven't read it yet), 14% disagree

Top initiatives from the AS strategic plan:

- Participation and Membership Growth
- Club Support Program
- Sailing Participant Pathway
- National Safety and Integrity Framework
- 70% Net Promotor Score



Club Survey Results

Club rating of AS support:

<u>Rating</u>	<u>Importance</u>	<u>Usage</u>	<u>Effectiveness</u>
1.	Officials training & development (race officers, judges, measurers & equipment auditors)	Provision of the Racing Rules of Sailing and AS Prescriptions	Provision of the Racing Rules of Sailing and AS Prescriptions
2.	Instructor and Coach training and development	Online Support (revSPORT) Assistance and Support	Officials training & development (race officers, judges, measurers & equipment auditors)
3.	Provision of the Racing Rules of Sailing and AS Prescriptions	Instructor and Coach training and development	Online Support (revSPORT) Assistance and Support

Personal Accident Insurance Review

- Review underway to ensure that the AS Personal Accident insurance policy is providing coverage that is both relevant and valued by clubs and their members.
- Feedback sought from clubs via a short survey, addressing:
 - The Scope of coverage for the current policy
 - The importance of the elements (Benefits) of the current policy
 - Whether it would be beneficial for individuals to have options to increase scope
- Targeting implementation of changes for 1st July

Personal Accident Insurance Review

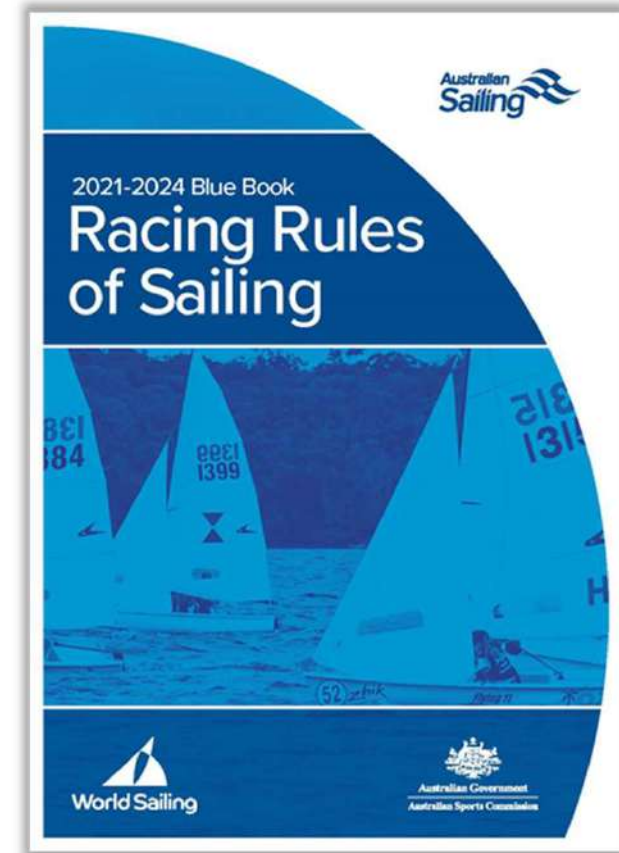
Survey- Key take outs:

- 60% of club office bearers have limited knowledge of the policy
- Those that have made a claim, have generally had a poor experience
- **Club run events** and **volunteering** are the most valued activities to be covered
- **Permanent disablement** and **non-Medicare medical** expenses are the most important elements
- 65% of respondents think it would be beneficial for individuals to have options to increase coverage

Racing Rules of Sailing Rule 46

- RRS 46 implemented on 1 January 2022.
- All crew are required to be a member of a club.

- SailPass is a flexible tool that clubs can use to comply with RRS 46. ie. Introductory membership categories.
- SailPass is not compulsory- it is a resource to support clubs grow their membership.
- SailPass take up continues to grow around the country.
- SailPass does not impact club affiliation fees.





NSW Update

Emma Humphries- NSW/ACT General Manager



Significant Upcoming Events

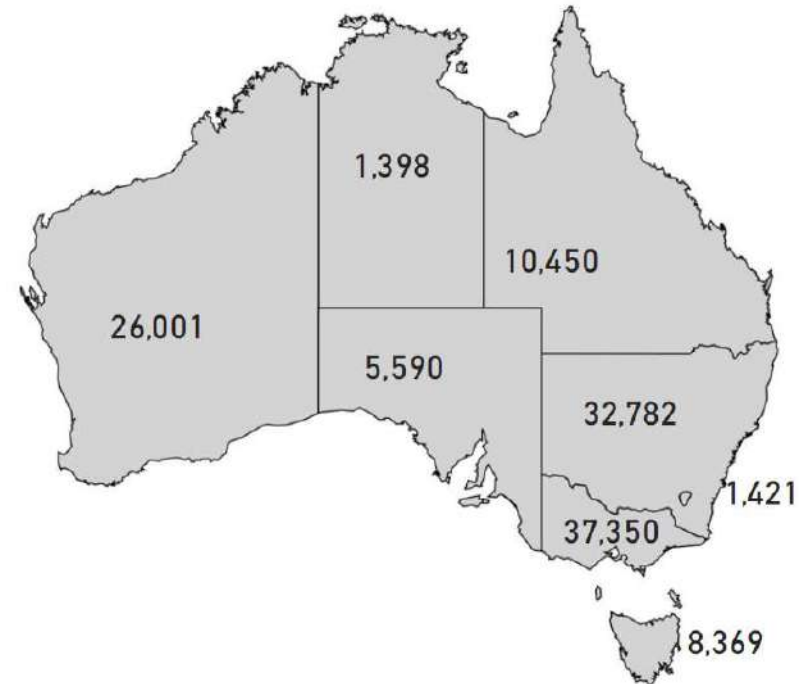
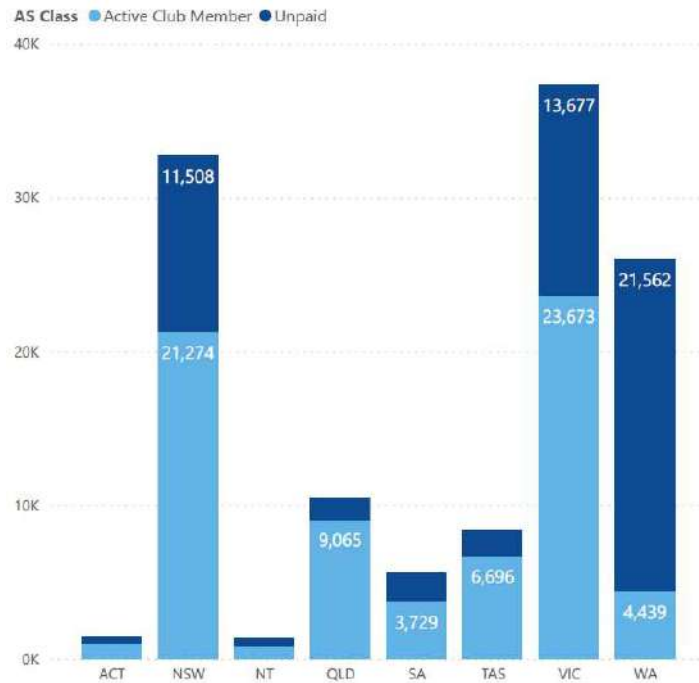
- 18th July - **Instructor Conference** at RPAYC
- 17th September - **NSW&ACT Award Presentation**
- 4th November - **National Awards & Hall of Fame Presentation**
- 28th Sept - 2nd Oct - **Youth Sail NSW** - NSW Youth Coaching Clinic & Championships at Point Wolstoncroft, Lake Macquarie
- 15th - 18th December - **Sail Sydney** hosted by Woollahra Sailing Club



Membership and Participation Data

Australian Sailing Quarterly Report - I

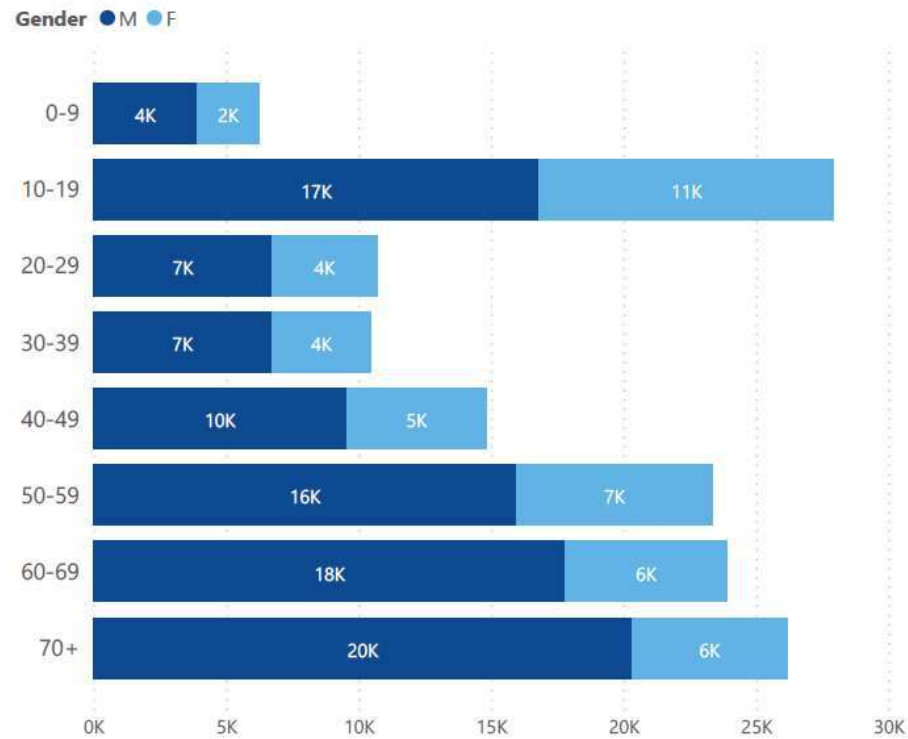
Membership By Region



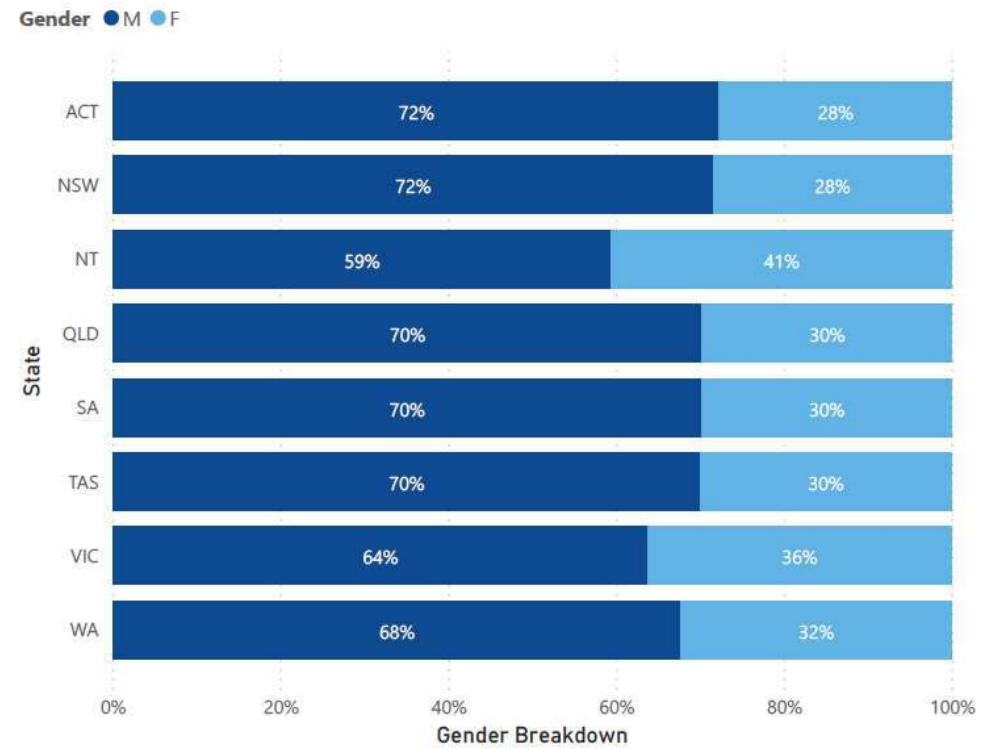
Age & Gender



Gender Balance & Age Breakdown



Gender breakdown by State





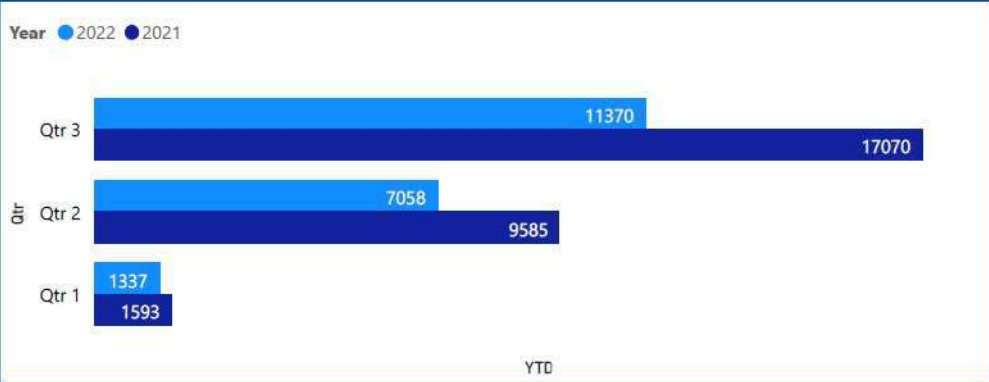
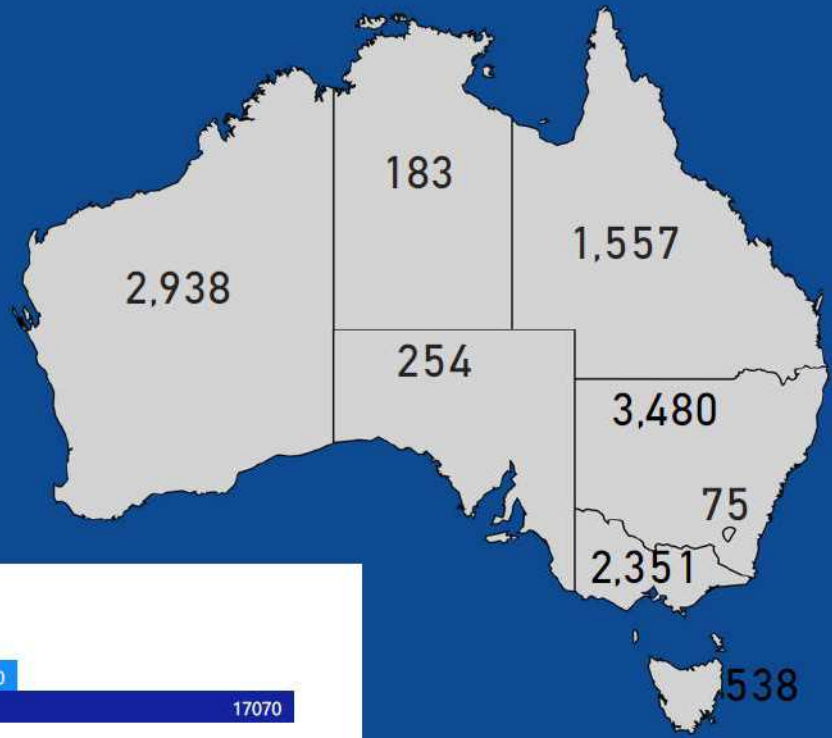
TACKERS

OUT THERE SAILING

Total Participants
11,370

Inclusive of all programs:

- Discover Sailing Day
- Tackers
- OutThere Sailing
- Dinghy
- Windsurfing
- Keelboat
- Powerboat
- Safety & Sea Survival



Discover Sailing

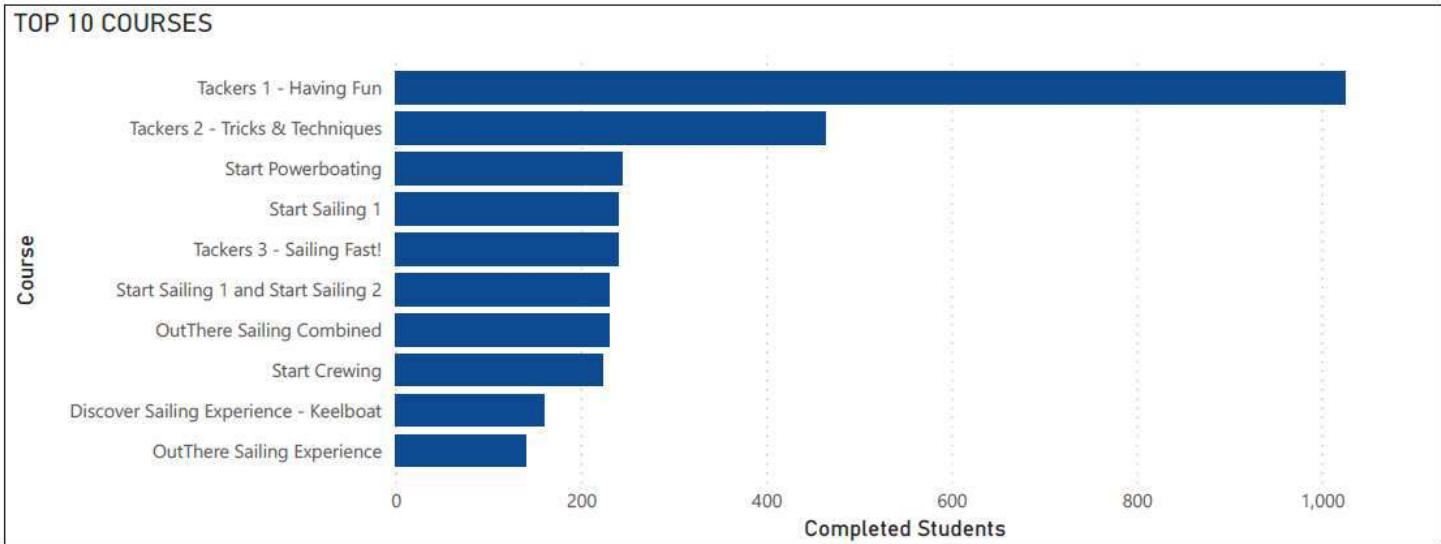
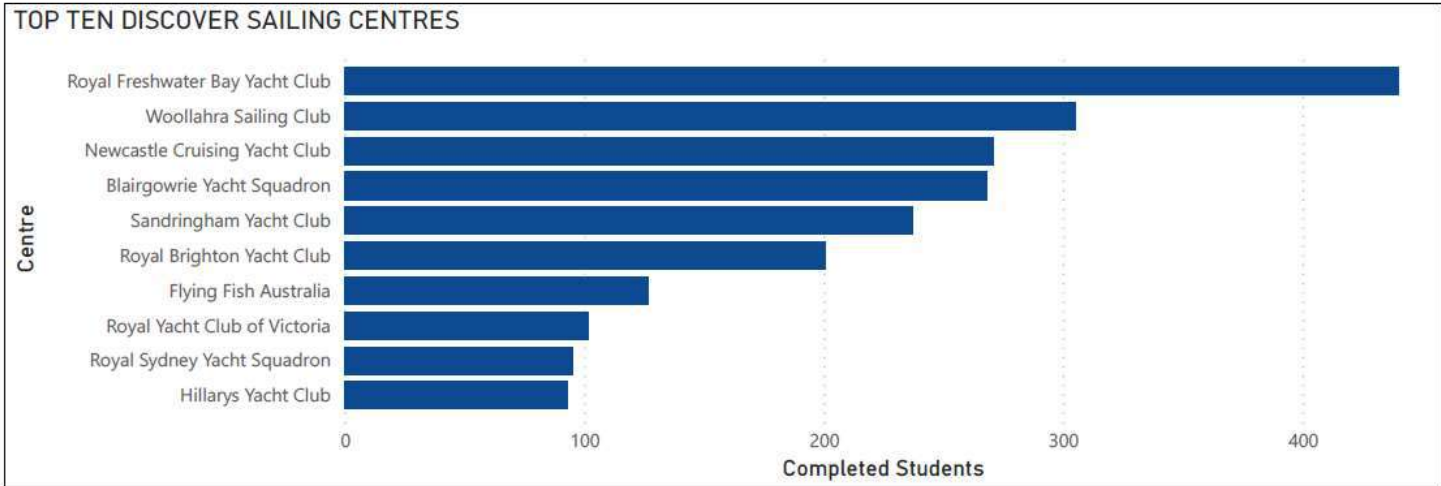


144

Discover Sailing Centres

18

Safety & Sea Survival Centres



Total Qualifications this Qtr

173

Instructor Qualifications this Qtr

133

Coach Qualifications this Qtr

10

Officials Qualifications this Qtr

30



Gender Breakdown by Region

Type	Coach		Instructor		Official	
	F	M	F	M	F	M
ACT	1	5	72	163	3	64
NSW	32	83	881	2028	162	742
NT	2	3	65	128	11	39
QLD	17	40	493	1206	72	252
SA	7	18	232	651	42	138
TAS	7	12	124	443	13	114
VIC	21	60	764	1632	143	471
WA	21	51	385	986	70	231
Total	108	272	3016	7237	516	2051

All



Coaches



Instructor



Officials



Local Topics

Funding for clubs

- NSW Office of Sport COVID Support Grant
- Disaster Assistance
- NSW Office of Sport annual grants

Please get in touch if you need help with finding suitable grants and with writing grant applications

Representation

- Australian Sailing represents our affiliated clubs on the NSW Maritime Recreational Vessel Advisory Group
- We can assist clubs when you need to deal with Maritime, your local council or Crown Land

NSW Race Officials Committee

- This committee has been re-established with the objectives to develop more race officials and achieve a higher standard of officiating by:
 - Communicating with race officials.
 - Providing an environment to share knowledge and enthusiasm.
 - Educating race officials and volunteers

Her Sport Her Way / SheSails

- Her Sport Her Way Awards
- Gemma Burns, NSW Club Support Officer
Winner Her Sport Her Way Young Achiever for 2021
- Her Sport Her Way Grants
- Open to State Sporting Organisations – focus is on Adolescent girls for 2022-23
- AS has applied for this grant to subsidise instructor, coach and official's course for women and girls aged 12-25.

SheSails

- We are creating a SheSails Youth sub-committee in 2022 to engage with young women and girls across the state.



Areas that we can provide assistance to Clubs

- Risk management
- Safety
- Membership growth / retention / systems
- Member communications
- Funding applications – review / support
- Government relations / support
- Event requirements / documents
- Regatta personnel / officials
- Event/regatta scheduling / promotion
- Club Governance – resources / support
- Member Protection queries
- Discover Sailing Centre programs
 - Learn to sail programs
- Discover Sailing Days or similar
- Instructor / Coach training & development
- Race Officials training & development
- Volunteer training & development
- Participation programs
- Volunteer training & development
- Racing Rules information / appeals
- Sounding board for club ideas & initiatives.



Thank you.



Contact us



sailing.org.au/contact

CLUB SUPPORT

National General Manager:

Ben Callard

Ben.callard@sailing.org.au

ACT/NSW: General Manager

Emma Humphries

Emma.humphries@sailing.org.au

ACT/NSW: Club Support Officer

Gemma Burns

gemma.burns@sailing.org.au

ACT/NSW: Club Support Officer

Craig Ferris

craig.ferris@sailing.org.au

SPECIALTY CONTACTS

Training & Education:

Federico Guzzo

Federico.guzzo@sailing.org.au

Events:

Lesley Fasala

Lesley.fasala@sailing.org.au

Rules and Safety:

Glen Stanaway

Glen.stanaway@sailing.org.au

Finance:

Manuel Vlandis

Manuel.vlandis@sailing.org.au

Marketing and Communications:

Michael Martin

Michael.martin@sailing.org.au

Membership Services:

Chantal Lawrence

Chantal.lawrence@sailing.org.au

Ratings:

Chris Zonca

Chris.zonca@sailing.org.au

Sport Development and Growth:

Sarah Ogilvie

Sarah.ogilvie@sailing.org.au

Race Officials:

Greg Dixon

Greg.dixon@sailing.org.au

Australian Sailing would like to thank our Valued Supporters:

PROGRAM PARTNERS



MAJOR PARTNERS



OFFICIAL PARTNERS AND SUPPLIERS



STATE GOVERNMENT PARTNERS





Growing Club Participation

Sarah Ogilvie, Head of Sport Development and Growth



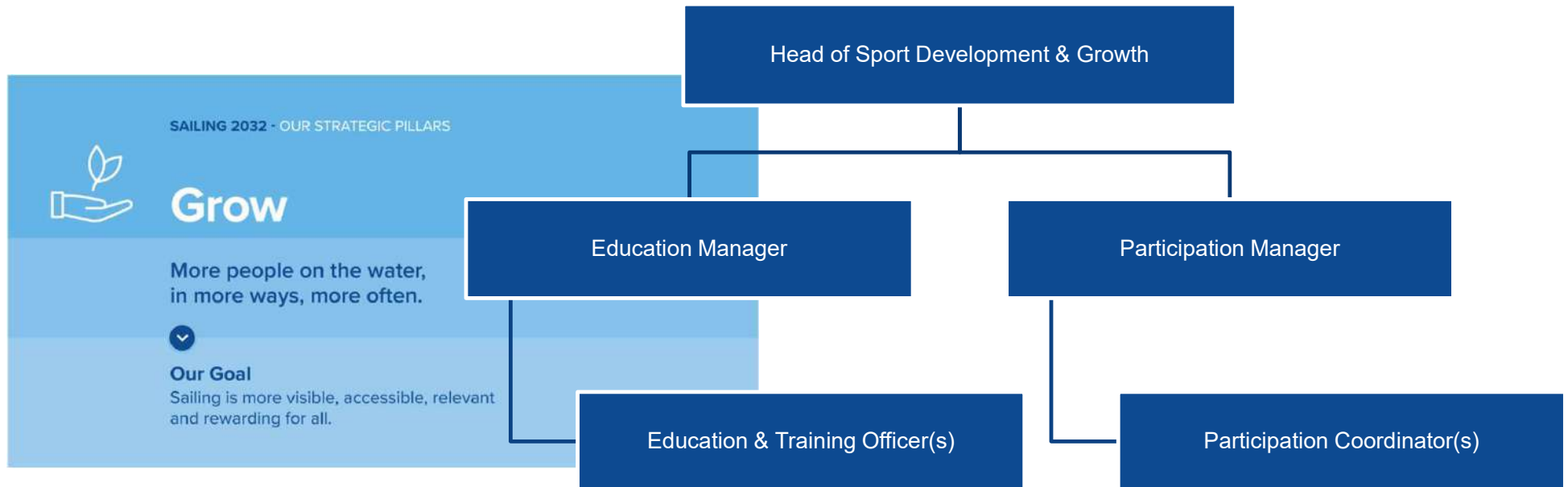
Welcome.

Today's presentation aims to:

- Introduce Grow - the team, our responsibilities, and what we will do.
- Then, present an overview of Club Pathway Programs; what they are, what we are doing and how we'll deliver for clubs to action.



Grow team.



Grow responsibilities.

SUPPORT

- » The capacity of Australian Sailing's delivery system is enhanced by having more coaches, officials and volunteers accessing training and development opportunities.
- » Contemporary online systems are in place to assist Australian Sailing, clubs and class associations.
- » We are aware of who our participants and members are, what they want and we can communicate with them directly.
- » Real time participation and membership data is readily available.
- » Governments recognise Australian Sailing as a key maritime and sporting leader and Australian Sailing as the voice for the Sailing community.

GROW

- » By 2032 we have:
 - 300,000 participants
 - 150,000 club members
 - 50% female participants
 - 25,000 course participants per annum
- » We have year on year growth in participation programs: Tackers, Dinghy, Windsurfing, Keelboat, Powerboat, Out There Sailing (Youth) & Safety and Sea Survival.
- » There is an increasing trend in the conversion of national participation program (AS accredited training courses) participants to club members.
- » Gender equity is achieved within the sailing community.
- » There is an increasing trend in the percentage of the sailing community comprising people from culturally and linguistically diverse backgrounds and people with a disability.
- » The number of trained and supported coaches, officials and volunteers operating in clubs and Discover Sailing Centres across Australia increases.
- » Enhanced relationships are in place with media partners to connect sailing to a wider audience.
- » Sailing has a growing facility footprint, which enables greater access to sailing experiences nationally, including a growing club network.

WIN

- » We are the leading Olympic and World Championship Sailing nation.
- » We see annual increases in the number of Australian sailors competing in global pinnacle events.
- » An integrated high performance system is in place, with the holistic development of athletes and a squad-based delivery model at its core.
- » We maintain a focus on priority medal classes with scale gradual enhancements to new development classes over the medium to long-term.
- » We have world class team coaches and a world class coaching system.
- » We have world's best athlete well-being and engagement systems in place, including a post elite career pathway.
- » Sailing is included in the Brisbane 2032 Paralympic Games.
- » Effective partnerships are in place with the Australian Institute of Sport, State and Territory Institutes and Academies, Patrons and sponsors.

- Programs: Tackers, OutThere Sailing, Dinghy, Keelboat, Powerboat, Windsurfing, Wing
- Education: Instructors, Coaches, Officials
- Participation, reporting, analysis
- Program Development
- Accreditations
- Discover Sailing Centres
- Club Pathways, Foiling

Grow projects.

The Grow Team are collaborating and working with clubs and classes.
The first projects to deliver are:

- **Foundation Coach course** (free online course, for 16yr & over instructors)
- **Learn to Wing course** (Discover Sailing Centre)
- **Official, Coach and Instructor Development Plan**
- **Sailing Participant Pathway Framework**
- **Club Pathway Programs** (Dinghy, KB, Boards)
- **Foiling Programs** (WingFoil, SailFoil, WindFoil, KiteFoil)

Club Pathway Programs



Why the programs , what are the programs?

Why Club Programs?

- For retention
- For participation growth
- Solutions for how and why people engage in sport.

What are Club Pathway Programs?

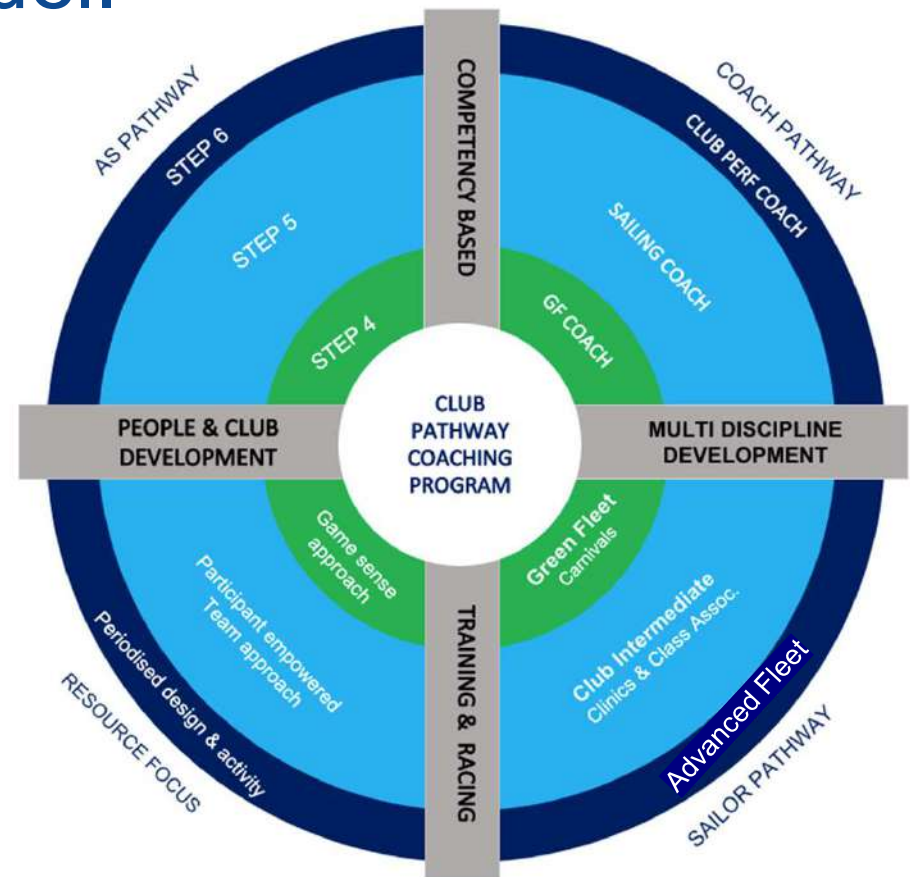
- Programs in any discipline or class
- Member programs
- Programs with a person-centred approach
- Inclusive of youth development.



How the programs have been designed.

- **February – May 2021:** Club Pathways began.
- Consultation with stakeholders, solutions considered, designing The model.
- **June 2021:**
Club Pathways introduced to member clubs.
NCPWG guided the priorities.
- **July – September 2021**
Development work undertaken.
- **October – December 2021**
Bespoke Club testing of developed resources begins.
Foiling identified as growth.
- **January - March 2022**
Consultation / first round of feedback from Clubs.
- *New 'Foundation Coach Course' development underway.*
- Coach development underway for next summer.
- Resources are now moving to final
- EOI: 1:1 confirmed to pilot the programs in 2022
- **April – May 2022**
- 1:1 Begin – Plan, Preparation and delivery of programs
- Grow projects begin.

Program outcomes and model.



Program benefits for Clubs & Classes.



Increase member retention and recruitment



Attract new participants to join (& fans!)



Improves culture and reduce risks



Motivates members, and brings new volunteers

Benefits for your members – the sailors.



Play sport of sailing on their own terms



Improve their own physical skills and movement



Be inspired to participate in sailing for longer (or life!!)



Know they are in safe, inclusive sport, and they get quality experiences.

Areas of development - two projects.



CLUB PATHWAYS



CLUB DEVELOPMENT

WORKFORCE DEVELOPMENT

PATHWAY DEVELOPMENT

MARKETING & COMMUNICATIONS

What we are working on.



SESSION OVERVIEWS	ACTIVITY IDEAS
<ul style="list-style-type: none"> The session overviews are a guide Sessions are numbered in recommended order (assuming weather is favourable) Sessions are designed on incremental progress skills Sessions designed on estimated timing of 2.5 hours 	<ul style="list-style-type: none"> Activity ideas are suggested activities Include your own ideas too! Activities designed to step sailors progression towards Green Fleet competencies (see Green Fleet progress sheet)
<p>BOAT CONTROL</p> <p>The purpose of this session is to welcome new sailors to the club sailing program, and regain a sailor's confidence in returning to the water with handling a boat. This is achieved through a focus on maintaining boat control, manoeuvring out of the no-go-zone, and correct body positioning in the boat.</p> <p>There is some recapping of skills from learn to sail (SS1/2 or Taster's) programs, and resetting 'bad' habits (e.g. a sailor is transitioning into a new class).</p>	<p>On-land briefing:</p> <ul style="list-style-type: none"> Overview of the sailing area and the conditions Recap of how to control and stop the boat using steering and sail settings. Manoeuvring out of the 'no-go-zone' by pointing the tiller to where you want the boat to go. Recap the rule for boats giving way 'on opposite tack' (rule 10) <p>Demonstration:</p> <ul style="list-style-type: none"> Rigging and preparing the boat for sailing Practice body positioning and tiller extension grip whilst sitting in the boat Whistle cues, hand signals, and practice drills and/or game on land. <p>On-water</p> <ul style="list-style-type: none"> Warm Up: Sail a easy course (eg. triangle) and warm-up using communication cues. Drill 1: 'Ducks in a Row' (- on water): Sail in a row behind a coach or safety boat (2-3 lengths apart). Vary the speed of the safety boat to encourage sailors to manage speed or while keeping equal distance between boats. Drill 2: 'Ducks in a Row' (- on water): Sail in a row behind a coach or safety boat (2-3 lengths apart). The safety boat should aim on the different points of sail for sailors to practice the adjustment of sail position, tiller grip), as well as learning a new boat if a sailor is transitioning into a new class. Drill 3: Tacking on whistle drill (on water): Sailors are to practice speed tacking, considering the essentials: Have whistle signals for tacking (one), stopping and regrouping, and returning to t coach boat. Fun/Game/Race: 'Diamond Dazzle' (resource to link to sailing games yoz), Boat handling and diamond. 4 marks. As sailors sail around a diamond the coach blows the whistle 1, 2, 3, 4 time

For Clubs & Participants

- Club participation planning tools
- Youth development actions: Club Committees, Workforce
- Program Guides (Blueprints)
- Communication resources to parents (tailor for your club)
- Resources for you to develop your workforces
- Re-visioned Sailing Participant Pathway
- 1:1 to design Workshops for Clubs, ...

For Coaches and Instructors

- New Course (bridging the step from Ins to Coach)
- Coach, Instructor and Official Development Plan
- Re-visioned Sailing Coach Course (inc. Foiling)
- Class transition programs to deliver at clubs
- 3 stages of curriculum: Green, Intermediate and Advance level (to use across all classes/disciplines)
- Formal and Informal development for the workforce,

How the programs get to clubs & classes.

- Club News: we'll notify here.
- Newsletters to Coaches, Ins, & Official.
- AS Resource Hub: is where you find everything
- Online Learning Centre
- Face to Face Training

course has been contributed by members of the Australian Sailing Team, including Sarah Ogilvie - a former Olympian, World Champion and Sailing Coach. The course will build upon your existing skills, knowledge and experience gained from racing yourself or through formal training as a Dinghy Instructor. The course caters for those working with participants (athletes) who have learnt basic skills and want to develop their skills further so that they can enjoy competing in Club, State and National level events. The online learning (and any additional assessment tasks) must be completed prior to the face-to-face component of the course. Please allow approximately six hours to complete your online learning and additional assessment tasks. Hover on the 'overview' for each module to see what will be covered within each module.

The screenshot displays a grid of six modules, each with a representative image, a title, status, completion percentage, and buttons for 'Start the module' and 'Overview'. Below the grid is a list of downloadable resources with their respective dates and file formats.

Module	Status	Percent Completed
1. Sailing Coach Program	Started	80%
2. Coaching Fundamentals	Started	75%
3. Safety of Athletes	Started	71%
4. Physical Preparation & Influencing Behaviour		
5. Developing Tactics & Strategy		
6. Planning for Success		

Resource	Date	Format
Quick wins - Coach development	SEPT 21	PDF
Quick wins - Youth participation & development	AUG 21	PDF
Club Ins & Coach Training	AUG 21	PDF
CLUB USE: Ins & Coach Training Powerpoint	AUG 21	PPTX
Instructor Coach Daily Procedure	AUG 21	PDF
CLUB USE Instructor Coach Daily Procedure	AUG 21	DOCX
Welcome to Junior Youth Sailing at ...	AUG 21	PDF
CLUB USE Welcome to Junior Youth Sailing at ...	AUG 21	DOCX
Parent Info Session	AUG 21	PDF
CLUB USE Parent Info Session	AUG 21	PPTX
Volunteers of Club Training Matrix	OCT 21	PDF
CLUB USE Volunteer Matrix	OCT 21	XLSX
Sailing Coach PD sample template	OCT 21	DOCX

Junior Program Case Study.

Then (2020)	Now (2021- 2022)
Delivery of program: minimum hrs	2.5 x program hours (20 weeks)
20% retention	Over 90% retention (Year 1 > 2)
1-2 junior members sailing weekly	25 junior members sailing weekly (5 racing)
Club Boats > Boat Ownership	Club boats > Loan > Ownership
Programs delivered in isolation	DSC & Club Pathway together, with emphasis on TOGETHER!
Drop and go culture.	Volunteer engagement, communication and expectations. Trolley helpers, coffee makers .
Website/Comms/Visuals: 'said racing'	Website/Comms/Visuals: 'inclusive family, progress, fun'



Actions for clubs.

Plan your success (May – July)

Consider what's working for you, or if you could be doing something different?
Start now.

Prepare (July – October)

You're workforce, prepare your communications, induct your workforce.

Deliver (October – April)

Use the program blueprints, use the profiles. Deliver and follow a process, everyday, every session
Be social and inclusive, have fun.



Where to get support.

- Your Club Support Team
- AS Club & Class Resource Hub
- Attending development opportunities
- AS Communications (Club & Nautical News)

