



The Darwin Sailing Club Inc.

Darwin Sailing Club Youth Development Program

Background

In 2017 the Darwin Sailing Club invested in four Elliott 7 one design boats. As well as expanding the Club's teaching fleet, one of the key objectives for the introduction of keel boats was to provide a youth retention and development pathway for DSC junior and youth sailors. The Elliotts have been used extensively throughout 2017 and a Youth Development Program has been successfully initiated at the Club. However, to date, there is no formal guidance to support the Youth Development Program. This policy aims to clarify the scope, objective and key elements of the Youth Program.

Scope

This Policy includes all elements relating to the Darwin Sailing Club's (DSC) Youth Development Program. However, the Policy does not relate to the NT Youth Sailing Team which focusses on dinghy sailing and is managed separately through Australian Sailing and Yachting NT.

Objective

The objective of the DSC's Youth Development (YD) Program is to

1. Enhance retention of youth sailors
2. Improve attraction of youth sailors to DSC
3. Provide opportunities for development of life skills for DSC youth sailors
4. Enhance the profile of DSC nationally and internationally
5. Improve the profile of volunteers at DSC and assist in changing the volunteer ethos at the club.
6. Qualify youth sailors to assist with conducting racing, coaching and instructing.
7. Provide a vehicle for DSC Sailors to compete at national and international events.
8. Train big boat crew available for member's boats.

Program Elements

The YD Program is overseen by the Training and Juniors Committee, and managed by the YD Coach who reports to the DSC Sailing Manager. A YD Program Coach will be appointed at the commencement of each sailing season. In consultation with the Sailing Manager, the YD Coach will develop the program with a primary focus on delivering the objectives of the program and a secondary focus on preparing the Youth Team for interstate or international regattas. When travelling to events the Coach will travel with the team.

The program will consist of a Youth Development Squad and a Youth Team.

All participants in the program will be members of the Youth Development Squad. Senior squad members will be eligible for application to the Youth Team who will travel to interstate and possibly international regattas.

The YD program will include:

- Team building and mentoring elements
- Participating in all club activities including race management and volunteer coaching
- DSC and YD Program promotion activities and fund raising
- Establishing crew work and direct communication skills
- Developing keel boat handling skills including the dynamics of both asymmetrical and symmetrical spinnakers
- Developing a deeper understanding and knowledge base of the Racing Rules of Sailing
- Developing knowledge and undertaking of boat and sail maintenance requirements
- Gaining an understanding of the differences between dinghy fleet racing tactics and keel boat match racing
- Gaining regatta experience in one design events at the local, interstate and national level
- Advanced tactical skills
- Regatta preparation and program training
- Monitoring and understanding the weather
- Improving overall boat and regatta fitness
- Committing to fitness and nutritional goals
- Crewing on Club members' keel boats

Training will be determined by the YD Program Coach but is likely to include at least two on water sessions per week including off water fitness (or cross training undertaken by participants) and additional theory sessions as required. All training is compulsory for participants unless the Coach has been notified in advance. Failure to attend training without prior notification will result in exclusion from team selection.

YD Squad Eligibility and Application

The YD Program requires a heavy training load and a high level of commitment. Eligibility criteria for the program include:

- Being an existing junior or youth member of the DSC or joining the Club at the time of applying to join the YD program
- Aged between 15-24 years of age, (12 to 14 year olds will be considered as junior members at the discretion of the Coach).
- Prior sailing experience in either dinghies or keel boats.
- Commitment to multiple days of on and off water training sessions
- Willingness to volunteer at the Club, undertake sailing/racing management activities and undertake boat and club maintenance activities
- Commitment to a YD Program behaviour contract
- Maintain a logbook of participation and skills accreditation

An application form (Attachment A) will be completed by all participants wishing to join the YD Program and submitted to the Sailing Manger and/or the YD Coach in March each year. Once selected, squad members will be required to commit to the training, fundraising, volunteering and boat maintenance requirements of the program and a behaviour contract (Attachment B).

Throughout the program the Coach will identify a primary skipper and a secondary skipper for training and development purposes.

Program Governance

The Sailing Manger and the YD Coach will assess applications and determine membership, the Coach will provide acceptance of squad membership in writing within 2 weeks of application.

The Coach will:

- Report directly to the Sailing Manager
- Develop and deliver the program
- Ensure logbooks are maintained
- Report progress against the objectives and compliance with eligibility criteria to the Junior and Training Committee
- Support YD members in promotion of the program
- Oversee boat maintenance activities ensuring compliance with DSC WHS policy
- Appoint roles on boats during regattas and training
- Accompany team members to regattas in the capacity of coach for on-water activities, mentor, responsible adult and team manager for off-water activities

The Sailing Manager will:

- Ensure recruitment of the Coach pre season
- Manage the day to day activities of the Coach including approving expenditure (within delegation)
- Ensure the Coach has the resources required to deliver the program including ensuring Elliotts and coach boats are available and serviceable.
- Approves program design
- Assesses Coach performance and provides regular feedback
- Arbitrates any issues that arise between participants and Coach

The Training and Junior Committee will:

- Support and guide the program
- Control the YD Program budget
- Communicate program performance to Sailing Committee and report performance to the Management Committee.

The Sailing Committee will:

- Be responsible for all activities associated with planning and delivery of DSC hosted Youth Regattas including the Australian Maid Youth Match Racing Regatta.

The General Manager will:

- Ensure separate financial accounts are established and maintained for the YD program and the Regatta fund
- Ensure YD fundraising, grants and donation revenue are paid to the appropriate account
- Regular profit and loss reports are provided to the Training and Juniors Committee and Management Committee.

The Management Committee will:

- Approve the annual Youth Development budget
- Consider overall delivery of the YD program

Match racing events

DSC will support the YD team to attend match racing events and aim to host one match racing event at the Club each year. The (Southern states) Australian and New Zealand Match Racing Regatta season runs between November and February. DSC events will be run during the dry season. At commencement of the annual YD program an aspirational schedule of interstate/international regattas for attendance (if any) during the coming season will be set with consideration of available funds, member availability and commitment.

Although invitation to events is sent to eligible skippers, only those events approved by the Training and Junior Committee will be eligible for funding from the Regatta fund.

A budget will be established by the Sailing Manager for each regatta (separate to the YD Program budget) and approved by the Training and Junior Committee. Match racing events which may be considered include:

- Australian Match Racing Championships (CYCA)

- Harken International Youth Match Race Championships (RPAYC)
- Musto International Youth Match Race Championships (CYCA)
- Warren Jones International Youth Match Race Championships (RFBYC)
- Hardy Cup Youth Match Race Regatta (RSYS)
- Centerport Wellington International Youth Match Race (RPNYC)
- Nespresso International Youth Match Race (RNZYS)
- Arafura Games

Team selection

At least two months prior to each match racing event, the Coach and/or Sailing Manager will call for expressions of interest from the YD Program squad for team members. The Coach and/or Sailing Manager will review all expressions of interest and select the final team based on the following criteria:

- Level of previous match racing experience
- Previous sailing experience
- Level of physical fitness
- Age, size and weight (in most cases team members will be a minimum of 14 years old)
- Demonstrated ability to work well as part of a team
- Demonstrated commitment to the YD training program
- Demonstrated commitment to the Club including volunteering and boat maintenance activities
- Demonstrated ability to positively represent the DSC and the Northern Territory at interstate/international events
- Performance and behaviour at previous events
- Potential for future development

The YD Coach may recommend to the Training and Juniors Committee that a voluntary Team Manager be appointed for the duration of an interstate/international regatta. Where approved the regatta fund will cover 50% of travel costs for the Team Manager. The Team Manager will be responsible for coordinating all travel and other team requirements during the event.

Team roles

Once the team is selected the Coach, Skipper and team will meet to confirm the training schedule and team responsibilities. Roles will include:

- **Skipper:** Event administration, including expression of interest, team coordination regarding training schedule etc
- **Travel coordinator:** responsible for team travel and accommodation arrangements
- **Fundraising coordinator:** responsible for coordinating and organising team fundraising activities. All funds will be paid into the YD team cost centre.
- **Media coordinator:** responsible for promoting the regatta to club members pre-event, providing regular updates during the event and reporting outcome post event, including presentation at QGMs.

These roles will be the responsibility of team members however the fundraising and media activities (including promotion of the YD Program and DSC) will be undertaken throughout the season, supported by all Squad members.

Darwin events

All team members will be expected to host visiting teams, with assistance from squad members if required. All squad members will be required to assist with event preparation and management.

Financial Arrangements

Separate revenue and expenditure cost centers are to be maintained for:

- the YD Program,
- YD Regattas Fund
- Hosting DSC's Youth Match Racing Regatta, the Australian Maid Cup.
- Hosting any other Regatta such as the Arafura Games

For account reporting purposes, the YD Program and Regatta Program year is to be from 1st April to 31st March of the following year, in-line with the bulk of

interstate events being run between November and March each year and DSC's match racing event being between May and July.

YD Program Finance

The YD Program budget is responsible for the fixed costs associated with running the program and providing coaching for program members.

Expenditure items include:

- Youth Development Coach salary and on-costs.
- Cost of fuel for coaching boat
- 33% Contribution to annual maintenance of Elliotts
- Elliott and coach boat hire fees
- YD Program uniform

The annual budget for the YD Program is \$xxxx

Revenue sources for the YD Program will be from a combination of:

- YD Program members annual fee \$xxx per member.
- Donations from members via the Australian Sports Foundation (ASF)
- DSC contribution via Sailing Committee
- YD Program sponsorship

Other clubs that run successful YD Programs substantially fund them via well supported contributions to their respective club's ASF fund. Contributions are dependent on promotion of the ASF with club members and regular updates from YD Program participants via club media.

YD Regatta Finance

Based on costs incurred during 2017, each interstate regatta should budget on \$1,000 per participant, and \$1,500 for New Zealand events. This fee to cover the cost of:

- Participant airfares
- Coach and team manager/guardian airfare (if required)
- Regatta entry fee
- Car hire (if necessary) or airport transfers
- Food

It is assumed that accommodation is provided by hosting club.

Costs to attend a regatta are to be initially met in full by the team participants with payment to the YD Regattas Fund account. The accumulated cost of attending regattas to be off-set by a combination of fund raising and successful grant applications. Funds from these sources will be re-distributed to team participants at the end of the season (31st March) relative to the number of events each participant has competed in.

All YD Program participants are expected to contribute to fund raising activities irrespective of whether they are competing in a regatta or not.

DSC Hosted Events

Costs associated with running a DSC match racing regatta are to be managed independently of the YD program. A separate budget is to be prepared for each event with costs largely met by a naming right sponsor and competitor entry fees.

The Sailing Manager is responsible for providing a business case to the Management Committee for approval after endorsement by the Sailing Committee, 3 months prior to hosting the event.

The Sailing Manager will provide a written report including a financial statement to the Management Committee within 2 months of the hosted regatta.